National Day of Mourning

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28 April 2009

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CAUT ACPPU

BULLETIN

Canada's Voice for Academics
La voix des universitaires du Canada

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Les gouvernements sont exhortés à mettre fin à la pratique de l'exclusion idéologique

Le mois dernier, l'ACPPU s'est jointe à des groupes de défense des libertés civiles de tout le Canada pour protester contre la décision du gouvernement Harper d'interdire l'accès au pays au député britannique George Galloway.

Dans une lettre qu'ils ont envoyée au premier ministre, Penni Stewart et James Turk, respectivement présidente et directeur général de l'ACPPU, indiquent que refuser l'entrée au Canada à M. Galloway constitue de la part de son gouvernement un acte de censure pure et simple envers ses critiques, une tactique qu'il a pourtant lui-même dénoncée au sein de régimes dictatoriaux, notamment celui de l'Iran.

Ils rappellent par ailleurs à Stephen Harper que les États-Unis ont admis M. Galloway, et affirment avoir honte que le gouvernement du Canada adopte envers les critiques venant de l'étranger une attitude caractéristique de la présidence de George W. Bush que le peuple américain a rejetée avec fracas.

Aux États-Unis, parmi des dizaines d'organismes d'universitaires et de défense de la liberté d'expression et des droits civils, la National Education Association, l'American Federation of Teachers et l'American Association of University Professors ont exhorté l'administration Obama à mettre fin à la pratique du gouvernement précédent, qui refusait de délivrer un visa de séjour aux universitaires, aux auteurs, aux artistes et aux militants en raison de leurs affiliations et de leurs opinions politiques.

Dans une lettre adressée au procureur général Eric Holder, à la secrétaire d'État Hillary Rodham Clinton et à la secrétaire à la Sécurité intérieure Janet Napolitano, ces groupes soulignent que l'exclusion idéologique compromet le dynamisme du débat universitaire et politique.

Voir LES GOUVERNEMENTS à la page A6 →

Excluded Foreign Nationals — George Galloway, the British MP recently barred from Canada. Oxford University professor Tariq Ramadan (pictured top inset) & University of Johannesburg political analyst Adam Habib (bottom inset) barred from the US.

Governments Told to Stop 'Ideological Exclusions'

CAUT joined civil liberty groups across Canada last month in objecting to the Harper government's decision to bar British MP George Galloway from entering Canada.

CAUT president Penni Stewart and executive director James Turk say in a letter to Prime Minister Stephen Harper that banning Galloway "amounts to nothing less than censorship of your government's critics – a tactic you yourself have opposed in dictatorships like Iran."

The letter reminded Harper that the United States admitted Galloway, and expressed shame "that our government is following the approach to foreign critics that characterized George W. Bush's presidency, which the American people have soundly rejected."

In the U.S., the National Education Association, the American Federation of Teachers and the American Association of University Professors, among dozens of leading academic, free speech and civil rights organizations in the U.S. have called on the Obama administration to end the previous government's practice of refusing visas to foreign academics, writers, artists and activists on the basis of their political views and associations.

Writing to Attorney General Eric Holder, Secretary of State Hillary Rodham Clinton and Secretary of Homeland Security Janet Napolitano, the groups point out that "ideological exclusion compromises the vitality of academic and political debate."

"While the government plainly has an interest in excluding foreign nationals who present a threat to national security, no legitimate interest is served by the exclusion of foreign nationals on ideological grounds," said Jameel Jaffer, director of the national security project at the American Civil Liberties Union.

"Ideological exclusion is a petty and misguided practice that the Obama administration should retire immediately."

See GOVERNMENTS Page A4 →

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COMMENT OPINIONS

LETTERS

A timely reminder

Congratulations and thanks to Jon Thompson for his review of *Save the World on Your Own Time* (*Bulletin*, March 2009). His Bookshelf column accurately and precisely describes Stanley Fish's argument and the dangers it represents.

Thompson's piece serves as a reminder to academics in Canada that we are awarded tenure for a reason. The purpose of tenure is to ensure our academic freedom to criticize received doctrines in various domains. Sadly, too many of us, especially in recent decades, have lost sight of the purpose and duty conveyed by academic freedom and tenure.

Jim Miller
History
University of Saskatchewan

Editorial leads the way

I appreciate the strong editorial in the *CAUT Bulletin* ("Universities Are Betraying Their Central Mission," March 2009) defending free speech on campus at a time when it is under serious assault. This is precisely what CAUT should be doing under these circumstances.

There are deliberate attempts to shut down Palestinian solidarity on our campuses, which fit into a broader picture of erosion of free expression your authors identified. Posters have been banned, and Immigration Minister Jason Kenney and Liberal Leader Michael Ignatieff have called on universities to shut down Israeli Apartheid Week, a series of student-run forums on Palestine.

Free speech struggles often revolve around difficult cases and strong disagreements. The free speech and equity agendas need to be reconciled in ways that are often challenging. We cannot make advances in equity simply by silencing voices that offend us, nor can we make advances in free speech by ignoring the ways open expression is organized around inequality, privilege and silencing.

Our campuses need to be places where people try to work through these challenges, and banning Palestinian advocacy does not advance this development. Indeed, free speech around Palestine needs to be normalized on our campuses.

It is precisely through modeling the normalization of contentious expression that our campuses can serve their role as laboratories of ideas and interchange. It is important to see an editorial in the *Bulletin* supporting free expression, even of difficult and contentious issues.

Alan Sears
Sociology
Ryerson University

Stick to the facts

I want to applaud both the president and executive director of CAUT for their courageous editorial, "Universities Are Betraying Their Central Mission," (*Bulletin*, March 2009) in connection with the banning of a poster during Israel Apartheid Week.

I am concerned with my rights as a faculty member to raise deeply disturbing questions relating to the suppression of free speech. Mentioning the Cold War years in your thought-provoking article, and publishing the Carlos Latuff poster, acutely reminded me of almost identical political caricatures that regularly appeared in the Soviet press of my totalitarian childhood. The more one-sided propaganda and the old prejudices I saw, the more sober I grew in my understanding of the concept of freedom of expression.

Eventually the USSR collapsed, but I am happy the ever-vigilant editors of the *Bulletin* continue to safeguard my freedoms, especially since it is difficult for many to see the difference between actual apartheid as it existed in South Africa, as opposed to the state of affairs in Israel, which affords all of its Arab citizens equal political and legal rights, access to universities, health care and parliament.

Thank you for reprinting the poster which otherwise many of us would never see. It shows an Israeli helicopter (mistakenly called a "warplane" in the editorial) firing a missile at a Palestinian child. Too bad that two other posters inspired by Latuff's artwork (this artist won second place in the 2006 Iranian International Holocaust Cartoon Competition) weren't banned and therefore will never make it into your publication. The first shows two Israeli children holding teddy bears under the stylized Hamas-fired rockets, the second substitutes "Apartheid Week" with the phrase "Hypocrisy Week" and shows Palestinian freedom fighters hiding behind the Arab boy.

Yuri Leving
Chair, Russian Studies
Dalhousie University

IAW suppresses free speech

In your Editorial in the March edition of the *Bulletin*, you argue free speech and freedom of expression were violated when two universities banned a poster showing an Israeli helicopter bombing a Palestinian child holding a teddy bear. You and I agree beyond doubt on the need for the university to promote free speech.

However, being a faculty member at a university that hosted Israel Apartheid Week (IAW), I can attest that I did not feel comfortable in expressing my opinions at the IAW event that I attended. I am an ardent supporter of a two-state solution to the Palestine-Israel issue, and I frequently both criticize and applaud the actions of Israel's government.

At the IAW event in question I felt highly conspicuous not cheering when others were almost violently doing so. Some of the opinions of the speakers espoused violence against Israel and Israelis (Jews were not mentioned directly), martial music blared in the background, visual images of Israeli soldiers were spliced with images of blood and wounded or dead children, and the poster you published with your editorial was set on the board behind the speakers espousing these ideas.

The net result was a very agitated audience and I felt physically unsafe asking the question "Is a two-state solution realistic" during the Q&A period. My understanding is that other IAW events engender similar emotions.

There are many initiatives on campus that support an open discussion about Middle East politics and that challenge our most cherished beliefs. IAW does the opposite. It certainly did with me and I am no shrinking violet. In addition, the poster that was not allowed elsewhere, but that was allowed on my campus undoubtedly served to agitate already excited people, further reducing any likelihood that anyone with a dissimilar opinion could speak up safely.

We in academia must fervently support freedom of expression on campus. We must equally fervently recognize when that argument is turned around to support the suppression of free speech. IAW suppresses free speech. The poster just increased the level of suppression.

Alan Kaplan
Finance
Ryerson University

Errors by omissions

Your statement in the editorial "Universities Are Betraying Their Central Mission" (*Bulletin*, March 2009) that "supporters of Israeli government policy feel that criticism of Israel is anti-Semitism" is both an insult to the intelligence of your readership, who understand that supporters of Israel – other than the straw man you set up – are capable of making such a distinction, and an indication that you are going along the route of those anti-Israel activists who decry any criticism of their positions as illegitimate suppression.

Beyond a commitment of universities to "radical, critical teaching and research," with which we all can agree, there also needs to be a commitment to the pursuit of the truth. The anti-Israel cartoon, which you reproduce for the edification of your readership, seems to assert that the only possible target Israel had in Gaza was an innocent little boy with his teddy bear.

Absent is any reference to the hundreds of missiles launched from Gaza indiscriminately targeting Israelis, without which there would have been no incursion at all. Nor is there any reference to the massive Israeli efforts to inform Gazans (by telephone and text messaging) in advance of their targets so people could leave those areas.

Is it indeed your purpose to defend to the hilt the rights of the creators of this simplistic, one-sided and distorted cartoon and to delegitimize the recourse of those whose freedom to enjoy a university open to reasoned discourse is thereby damaged?

Ira Robinson
Religion
Concordia University

Read more letters on page A4.

PRESIDENT'S COLUMN

Federal Budget Enshrines Pay Inequity

By PENNI STEWART

NOT satisfied with eliminating the Court Challenges Program, cancelling child care agreements with the provinces, and cutting the budget and programming of Status of Women Canada, the Harper government's new budget eliminates the right of women in the federal public service to bring pay equity complaints before the Canadian Human Rights Commission.

That women have been disadvantaged in the workplace because the market tends to undervalue women's work is recognized internationally. This was acknowledged in the Canadian Human Rights Act of 1977 which included pay equality as a fundamental right. Section 11 of the act says there must be freedom from discrimination for male and female employees in the same workplace who are doing work of equal value. Pay equity is one way to redress systemic discrimination.

But enforcing pay equity is another story. Canada's history on pay equity has been marked by complaints that seem to go nowhere and by long and costly litigation. This is because the onus is placed on individuals, or their bargaining agents, to file complaints. Adjudication of a complaint by the Communications, Energy and Paperworkers union against Bell Canada, on behalf of thousands of female workers who had been underpaid for many years, lasted for more than 10 years.

In 2000, under pressure from advocacy groups, the Liberal government appointed a pay equity task force. The task force reported in 2004 and made a number of recommendations for adopting a more proactive pay system federally, including: extending pay equity to members of racialized groups, Aboriginal peoples and persons with disabilities; requiring federally regulated employers to adopt a pay equity plan; extending pay equity to part-time, casual and "non-standard" workers; and establishing new monitoring and accountability mechanisms — none of which have been implemented by the Liberal or Conservative governments.

Now we are sliding further back. The Harper government's current bill — known as the Public Sector Equitable Compensation Act — rolled into Bill C-10, the Budget Implementation Act, legislates wage discrimination. It undermines the substance while purporting to advance pay equity. The act fails to build in proactive accountability or monitoring of wage inequities, while allowing employers to assess the value of work with criteria like skill, responsibility and qualifications required, and including a marketability dimension. Inequality resulting from the higher pay in male-dominated jobs becomes immune to scrutiny on the grounds that gender differences simply reflect market forces, not discrimination.

By embedding the act in the budget, the government has effectively forestalled public and parliamentary debate. To its shame the Liberal opposition, while invited by the Harper government to suggest amendments to the budget, has done nothing to oppose the measure.

In his near-fatal economic statement last November, federal Finance Minister Jim Flaherty said his government would seek to end what he saw as "double dipping," due to pay equity complaints outside of collective bargaining. This element of the act shifts the burden of pay equity from employers to employees. Employers are not required to proactively end wage discrimination, but rather the responsibility is to be shared with unions that are expected to negotiate pay equity at the bargaining table.

As many academic staff know, once pay equity becomes a commodity to be traded between the union and the employer it disappears from sight. The same has already happened to employment equity, when unions are often forced to negotiate an "equitable benefit" that should be a fundamental right.

Finally, the act forbids the Human Rights Commission from hearing pay equity complaints from federal public servants and instead makes it an issue for the Public Service Labour Relations Board. Unions are not allowed to "encourage or assist" their members in filing complaints and could be fined $50,000 if they do. Without the support of their unions, it is difficult to imagine how individuals could gather appropriate evidence to legitimate a complaint.

Of course, this proposed legislation does not directly affect CAUT members who work in colleges and universities. Leaving aside our broad concern for social justice, the problem is that the new act becomes an exemplar for the broader public and corporate sector. By effectively enshrining worst practices, the act makes our local struggles more difficult. Unfortunately, this egregious new legislation will be seen as the standard to which bottom-line fixated employers will aspire.

CAUT members have long recognized injustices that arise from salary differences among academic staff. To remedy systemic wage discrimination many academic staff associations have negotiated anomaly exercises or salary adjustment funds. These efforts, unfortunately, tend to take substantial time, fail to close gaps and are, at best, partial substitutes for strong legislation.

Recognizing pay equity as a fundamental issue for CAUT members, CAUT Council adopted a policy defining pay inequity as discrimination in 2004. The policy calls for a broader conception of wage equity and an extension of pay equality to all historically disadvantaged groups. CAUT supports the pay equity recommendations outlined in the 2004 *task force report* and *has called on* the Harper government to implement them. The new act, by contrast, effectively enshrines inequality in the federal public service. ■

LE MOT DE LA PRÉSIDENTE

Le budget fédéral entérine l'iniquité salariale

Par PENNI STEWART

NON content d'éliminer le Programme de contestation judiciaire, d'annuler les accords sur les garderies conclus avec les provinces et de sabrer dans le budget et les programmes de Condition féminine Canada, le gouvernement Harper, au travers de son nouveau budget, retire aux femmes dans la fonction publique fédérale le droit de déposer des plaintes en matière d'équité salariale devant la Commission canadienne des droits de la personne.

L'ensemble de la communauté internationale reconnaît que les femmes sont désavantagées sur le plan de l'emploi parce que le marché tend à sous-évaluer leur travail. Cette réalité est imbriquée depuis 1977 dans la *Loi canadienne sur les droits de la personne* qui consacre l'égalité de rémunération comme un droit fondamental. L'article 11 de la loi considère comme un acte discriminatoire le fait pour l'employeur de pratiquer la disparité salariale entre ses employés masculins et féminins qui exécutent, dans le même établissement, des fonctions équivalentes. L'équité salariale est un moyen d'éliminer la discrimination systémique.

Mais la faire appliquer, c'est une autre histoire. Le chemin parcouru en ce sens par le Canada est marqué par une suite de plaintes qui semblent ne déboucher sur rien et qui entraînent de longs et coûteux litiges. La raison est qu'il incombe aux personnes concernées ou à leur agent négociateur de déposer une plainte. La procédure de règlement de la plainte présentée par le Syndicat canadien des communications, de l'énergie et du papier contre Bell Canada, au nom des milliers de travailleuses qui avaient été sous-payées pendant très longtemps, a duré plus d'une décennie.

En 2000, sous la pression des groupes d'intérêts, le gouvernement libéral a mis sur pied un groupe de travail sur l'équité salariale. Le rapport publié par ce dernier en 2004 contenait une série de recommandations préconisant la mise en place d'un régime d'équité salariale fédéral plus proactif qui, entre autres caractéristiques, s'appliquerait aux membres des groupes racialisés, aux Autochtones et aux personnes handicapées, de même qu'aux travailleurs « en situation de travail atypique » (tels les employés occasionnels et à temps partiel), qui obligerait les employeurs relevant de la compétence fédérale à adopter un programme d'équité salariale et qui établirait de nouveaux mécanismes de surveillance et de responsabilisation. Aucune de ces recommandations n'a été mise en oeuvre par les gouvernements libéral et conservateur.

Nous sommes aujourd'hui en train de perdre encore du terrain. Le projet de loi actuel du gouvernement Harper — intitulé la *Loi sur l'équité dans la rémunération du secteur public* et intégré au projet de loi C-10, la *Loi d'exécution du budget* — vise la discrimination salariale. S'il est censé faire progresser la parité salariale, il ne fait qu'en miner la raison d'être fondamentale. Le projet de loi n'établit aucun processus de reddition de comptes et de suivi quant aux inégalités salariales, mais permet par contre aux employeurs de déterminer la valeur d'un travail à partir de critères tels que les compétences, responsabilités et qualités requises, introduisant même une dimension de marchandisation. L'inégalité résultant de la rémunération plus élevée des emplois à prédominance masculine échappe désormais à l'examen des autorités sous le prétexte que les écarts entre les sexes découlent tout simplement des forces du marché, ce qui ne constitue donc pas de la discrimination.

En intégrant le projet de loi dans le budget, le gouvernement est parvenu à faire échec aux débats publics et parlementaire. À sa grande honte, l'opposition libérale ne s'est aucunement opposée à la mesure, même si le gouvernement Harper l'a invitée à proposer des modifications au budget.

Dans son énoncé économique de novembre dernier qui a failli être fatal aux conservateurs, le ministre fédéral des Finances, Jim Flaherty, a annoncé que son gouvernement chercherait à mettre fin à ce qu'il a appelé le régime de « double équité salariale » pour empêcher que des plaintes en matière d'équité salariale puissent être déposées en dehors du cadre de la négociation collective. Ainsi, dans toute démarche d'équité salariale, le fardeau de la preuve incomberait non plus aux employeurs, mais aux employés. Les employeurs ne seraient pas tenus de prendre une approche proactive face à la discrimination salariale, mais ils partageraient la responsabilité avec les syndicats, qui sont censés négocier l'équité salariale à la table de négociation.

Comme bon nombre de membres du personnel académique le savent, une fois que l'équité salariale ne devient qu'un autre élément de négociation entre le syndicat et l'employeur, la question s'évapore. L'équité d'emploi a connu le même sort dans la mesure où les syndicats sont souvent contraints de négocier un « avantage équitable » qui, en fait, n'est rien de moins qu'un droit fondamental.

Et puis finalement, la nouvelle loi interdirait à la Commission canadienne des droits de la personne d'instruire les plaintes en matière d'équité salariale des fonctionnaires fédéraux, lesquelles relèveraient dorénavant de la compétence de la Commission des relations de travail dans la fonction publique. Il serait interdit aux syndicats « d'encourager ou d'aider » leurs membres à déposer une plainte, sous peine d'encourir une amende maximale de 5 000 $. Il est difficile d'imaginer comment des personnes pourraient, sans l'aide de leurs syndicats, réunir tous les éléments de preuve nécessaires pour faire reconnaître la légitimité de leur plainte.

Bien entendu, cette loi n'affecterait pas directement les membres

Voir LE BUDGET à la page A5 ➔

NEWS ACTUALITÉS

LETTERS

A worse form of apartheid

Re: "Universities Are Betraying Their Central Mission," (*CAUT Bulletin*, March 2009). I am encouraged by the excellent editorial on academic freedom by Penni Stewart and James Turk, and grateful they have spoken out in support of basic principles, especially concerning criticism of Israeli policies.

Otherwise, Canadians may ask: Is the illegal Israeli occupation of Palestinian lands a lie contrived by some unstable characters? Is the Israeli separation [read Apartheid] wall that is tearing apart Palestinian communities and swallowing their lands a story from One Thousand and One Nights?

Are the 600 Israeli checkpoints where Palestinians are humiliated and prevented from free movement an optical illusion? Are the thousands of Palestinians in Israeli prisons a verse in a national epic? Are the thousands of demolished Palestinian houses a story that obfuscates the meaning of a legitimate homeland? Are the one million Palestinian olive trees uprooted by Israeli bulldozers a nasty nightmare?

Are the racist laws in Israel a fictive story disseminated by an undeserving landless goat herder? Are the Palestinian refugees from Mars or maybe Saturn? Are Nobel Peace Prize Laureate Archbishop Desmond Tutu, Richard Falk, the UN Special Rapporteur for the Palestinian Territories, and former U.S. president Jimmy Carter anti-Semites (or self-hating Jews in the case of Falk) because they speak about Israeli apartheid?

In fact, Israel is not really like pre-1994 apartheid South Africa, it is worse. In July 2008, a team of prominent South Africans, including members of the African National Congress, who visited the Occupied Territories were horrified by what they saw.

"What I see here is worse than what we experienced — the absolute control of people's lives, the lack of freedom of movement, the army presence everywhere, the total separation and the extensive destruction we saw ... was not the case in South Africa," said ANC parliamentarian Nozizwe Madlala-Routledge.

Similarly, Mondli Makhanya, the editor-in-chief of the Sunday Times (South Africa) observed: "Nothing can prepare you for the evil we have seen here. It is worse, worse, worse than everything we endured. The level of apartheid, the racism and the brutality are worse than the worst period of apartheid."*

In Canada, talking about brutality is becoming the violation — not the violation or the crime itself. How Orwellian this all seems! It must seem especially wicked for Gazan mothers, whose children were killed by Israeli phosphorous or possibly DIME bombs just a few weeks ago. There, in wretched, ghettoized and besieged Gaza, the memory of the massacre is indelible, and no amount of silencing in Canada can erase it.

Randa Farah
Anthropology
University of Western Ontario

* See Stephen Lendman's article at www.countercurrents.org/lendman250209.htm.

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MIT Faculty to Make Articles Freely Available to Public

FACULTY at the Massachusetts Institute of Technology have voted unanimously to make their scholarly articles available to the public for free on the internet.

"The vote is a signal to the world that we speak in a unified voice; that what we value is the free flow of ideas," said MIT faculty chair Bish Sinyal.

Under the new policy, faculty grant MIT nonexclusive permission to post their articles on an open-source institutional repository. MIT, its faculty and the public at large will have the right to use and share the articles for any purpose other than to make a profit. Authors may opt out on a paper-by-paper basis.

The MIT initiative "is a very exciting development," said Heather Morrison, an adjunct professor at the University of British Columbia's school of library, archival and information studies and chair of the Canadian Open Access Working Group. "It represents faculty taking control of their work and ensuring their research is read and used by as wide an audience as possible."

Morrison traces the roots of the new policy to changes that have occurred in scholarly communication over the last decade.

Articles published in academic journals are one of the major ways faculty authors share their research results. Under the traditional private sector publishing model, authors transfer their copyright to publishers who in turn sell the work back to universities for a subscription fee. The amalgamation of private publishers into a few large corporations has facilitated rapid increases in these fees — increases that have far outpaced the rate of inflation.

Morrison says while this model is highly profitable for publishers, it conflicts with core academic values, including the commitment to the widest possible dissemination of knowledge.

"The high cost of journal subscriptions has meant that libraries have had to cut back on the number of subscriptions and limit purchases elsewhere in their collections," said Morrison. "In response, librarians and faculty began to explore other means of scholarly publishing."

Aided by new forms of digital information technology, an open access movement gained momentum with the creation of free online journals and institutional digital repositories making research openly available to anyone.

Morrison also notes the open access move by MIT faculty is not devoid of self-interest.

"Public tolerance for the traditional private sector model of publishing is waning," she said. "The Canadian Institutes of Health Research, the National Institutes of Health in the U.S. and all the granting agencies in the UK are declaring top-down open access mandates. MIT's policy is the first faculty-driven, university-wide initiative of its kind in the U.S. By seizing the initiative MIT faculty are making their own rules about the dissemination of their work, not having them imposed."

The policy also means articles by MIT faculty are likely to have a higher citation factor than the works of faculty at other institutions that are locked down by private publishers.

For academic staff in Canada the decision by MIT faculty serves as a possible model for disseminating their own work. It will also have a positive economic impact. When a professor or librarian provides a student a direct link to an MIT article, the need for a course pack or photocopying fee disappears, reducing educational costs. ■

ON THE WEB
A copy of CAUT's intellectual property advisory on open access and ownership of scholarly work "Retaining Copyright in Journal Articles" is available, free of charge, at http://www.caut.ca/uploads/IP-Advisory1-en.pdf.

Version française à la page A6.

Governments Told to Stop 'Ideological Exclusions'

→ From PAGE A1

The Bush administration barred dozens of prominent intellectuals from assuming teaching posts at U.S. universities, fulfilling speaking engagements with U.S. audiences and attending academic conferences.

The letter calls on the government to revisit several Bush-era cases, including that of Adam Habib, a South African political commentator, prominent human rights activist and public intellectual. Although Habib earned his PhD in the U.S., he has been denied entry to attend professional meetings on terrorism-related grounds. U.S. authorities have yet to reveal, however, any legal or factual basis for the decision. Evidence strongly suggests Habib's political activism is behind the decision and not the existence of any connection to terrorism.

The case of Swiss national and Oxford University professor Tariq Ramadan is noted as well. Ramadan, described by Time magazine as "the leading Islamic thinker among Europe's second — and third — generation Muslim immigrants," was accused of having endorsed terrorism when his visa was revoked just days before he was to begin teaching at the University of Notre Dame. After U.S. groups filed a lawsuit, the government abandoned its claim, but it continues to exclude him. Again, evidence strongly suggests he's barred because of his vocal criticism of U.S. foreign policy. ■

Speak No Evil

→ From PAGE A8

ever, Gould provides little credible evidence to support this somewhat weak supposition.

Despite these legal setbacks not every university or college complied with the judicial decisions directing them to remove or revise their hate speech regulations. This was due, Gould maintains, to the schools' general support for these policies and their relative immunity from the broader political environment. But neither of these reasons seem plausible. What a few colleges did do was rename existing hate speech codes, or labeled revised codes, as a "policy of inclusion" or a "policy of diversity."

Ultimately, Gould concludes that hate speech restrictions have become the norm among many of society's most important institutions, including universities and the media. Such restrictions and policies "set an expected standard of behavior on campus" (pp. 175–76) and they have helped to construct the belief that hate speech is undesirable and worthy of prohibition. And university administrations rarely need to enforce these policies because of the self-policing that occurs on most campuses.

What all of this has meant for American society is that the opposition to hate speech and the need to self-censor to avoid offending others, has created a new standard that, in Gould's words, "has grown to challenge the formal Constitution." (p. 187) But this may be a bit of an exaggeration on Gould's part as racism, particularly against Muslims post 9/11, sexism and homophobia cnntinue to exist, if not thrive, in universities and colleges throughout North America.

In this regard, the data and time period covered by *Speak No Evil* (1987–1992), is, in today's context, outdated. Gould has certainly written an important book that should be read by most, if not all, faculty and university administrators. But an analysis of more recent hate speech codes within North America's "ivory towers" is needed in light of the increased racial tensions that have emerged since 9/11. What constitutes hate speech and "fighting words" in the eyes of the law, and society, has changed since the early 1990s.

Finally, a companion volume would be welcomed for Canada so that we can compare and contrast the approaches that colleges and universities in this country have taken to deal with hate speech on campus. ■

Michael Boudreau is an associate professor in the department of criminology & criminal justice at St. Thomas University, where he teaches a seminar on hate crime and hate speech.

COMMENT OPINIONS

COMMENTARY

Bologna Process Poses Dangers & an Opportunity

By DAVID ROBINSON

WANTED
aspepc SPS
En defensa de l'ensenyament públic i la seva qualitat
LEC: no volem aquesta llei
No al Pla de Bolonya
EA SEPC CGT USTEC·STEs ASPEPC·SPS SE AEP

PHOTO: STUDENTS EUROPEAN FORUM

University students across Spain have been demonstrating for months against the Bologna Process.

THE Bologna Process, under which European governments are attempting to harmonize their college and university systems, is beginning to attract more attention in Canada. Much of the initial reaction has been from those involved in graduate student admissions who have had to wrestle with how to consider European applicants who've graduated under the new common degree structures that have been developed. But increasingly, Canada's university and college administrators are pointing to other elements of the Bologna Process to which they say the academic community needs to pay more attention or risk being left behind.

Initiated in 1999 in the Italian city that is home to Europe's oldest university, the Bologna Process is a complex and intricate set of agreements, declarations and ongoing discussions among 46 countries with the aim of creating a European higher education area that is the most "competitive" and "attractive" in the world. It is a far-reaching process insofar as the countries involved now stretch well outside the European Union.

Bologna negotiations, a tedious and intricate affair, have led to ministerial agreements on a common pan-European degree structure, a system of credit transfer across institutions and countries and programs to encourage student and staff mobility.

The process has been largely voluntary and relatively inclusive and there is much to be lauded. But it has not been without controversy. That's because some nations have used the Bologna Process as a guise to implement unpopular reforms.

In 2006 and 2007, the Greek government claimed a series of controversial measures, including a proposed amendment to the country's constitution eliminating the prohibition on private higher education institutions, were necessary in order to meet the obligations of Bologna. Similarly, the French government sought to justify its recent reforms partly on the grounds of becoming Bologna compliant. In both cases, students and staff responded with nationwide strikes and protests.

Bologna has also generated enormous new bureaucratic demands on institutions. The development of a common degree cycle required most European universities to change their program structures and curriculum, and to painstakingly document these changes in literally tens of thousands of pages of mind-numbing reports and papers. However, for all their hard work most of these institutions received no additional funding, and instead were rewarded with budget freezes and even cutbacks.

It's difficult to see then, beyond the matter of degree recognition, how all this has any direct relevance for Canada. However, many university and college administrators are fretting about what they see as the potential implications of the emerging European higher education system on their bottom line. More precisely, they're worried about their ability to compete for those lucrative international students who have helped pad revenues in recent years.

If Bologna succeeds in making Europe a more attractive destination for students, then Canada's universities and colleges, which have aggressively marketed themselves to full fee-paying international students, may risk losing potential "customers" and market share.

The Association of Universities and Colleges of Canada, admitted as much in a statement released last year, warning that "[a]s the Bologna countries seek to make Europe a more attractive study destination through its degree harmonization and support for increased academic mobility, they are likely to increase their international student market share at the expense of other leading host countries, including Canada."

This fear has even driven some of our college and university leaders to call for Canada to emulate certain elements of Bologna. The focus isn't so much on degree recognition or with creating a pan-Canadian degree cycle, since these are pretty much non-issues here. Rather, the emphasis has been on the quality assurance and qualifications frameworks of Bologna. That's where the real danger lies.

When the Bologna Process began, European ministers were forced to wrestle with the recognition of degrees from across a dizzying array of countries, institutions and programs. They ended up posing the problem as one of how to ensure that a piece of paper a student in Latvia is awarded actually means anything to an employer in the United Kingdom. In other words, they asked what kind of warranty is available to higher education "consumers" – in this case, students and employers.

One solution they came up with was qualifications frameworks – basically statements of learning outcomes and competencies a student has to demonstrate in order to be awarded a degree. These frameworks exist in more generic forms at the European-wide level, as well as at the national and disciplinary level. The disciplinary qualifications frameworks are developed through what is called a "tuning process" where desired student learning outcomes and competencies are identified. In other words, you attempt to define the competencies you'd expect of a philosophy, biology or engineering graduate.

The problem, in my view, is that these qualifications frameworks have focused far too much on identifying competencies that above all else try to match students to specialized labour market needs. The fact is Bologna has from the start – despite the odd aside here and there about the importance of liberal education – been unabashedly instrumentalist and vocationally-oriented. This threatens to upset the critical balance universities and colleges have traditionally maintained in preparing students not just for the world of work, but also for civic engagement and contributing to their personal development.

In fact, perhaps there's something here that our college and university leaders should seize upon as an opportunity. Despite the challenges we face, the comparative strength of Canada's post-secondary system remains that all of our publicly-funded institutions, anchored by a committed academic corps, provide a consistently high-quality, comprehensive and liberal education.

Set against the narrow economic thrust of Bologna, Canada's universities and colleges could very well stand out. Rather than emulating Bologna, our leaders would do better focusing on strengthening the advantages we have. ■

David Robinson is associate executive director of CAUT.

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Since 2007
Montenegro

Source: Council of Europe

Le budget fédéral entérine l'iniquité salariale

→ Suite de la PAGE A3

de l'ACPPU qui travaillent dans les collèges et les universités. Mis à part notre engagement général envers la justice sociale, ce qui nous préoccupe avant tout, c'est que la loi devienne un modèle pour l'ensemble du secteur public et du secteur des entreprises. En entérinant pour ainsi dire les pires pratiques, la nouvelle loi ne pourra que rendre plus difficiles les luttes menées par nos associations. Malheureusement, cette mesure législative honteuse sera considérée comme la norme à laquelle aspireront les employeurs dont le regard est rivé sur les bénéfices nets.

Les membres de l'ACPPU dénoncent depuis longtemps les injustices qui résultent des écarts de salaire au sein du personnel académique. Pour remédier à la discrimination salariale systémique, bon nombre de nos associations ont négocié des corrections d'anomalies dans la structure salariale ou des fonds pour le rajustement des salaires. Ces démarches, malheureusement, prennent beaucoup de temps, ne réussissent pas à combler les écarts et sont, au mieux, des solutions de rechange partielles à une loi ferme.

Reconnaissant l'équité salariale comme une question fondamentale pour les membres de l'ACPPU, le Conseil de notre association a adopté en 2004 une politique qui définit expressément l'iniquité salariale comme une mesure discriminatoire. La notion d'équité salariale y revêt une signification plus large de sorte qu'elle s'applique également à tous les groupes historiquement désavantagés. L'ACPPU souscrit aux recommandations formulées par le groupe de travail sur l'équité salariale en 2004 et continue d'appeler le gouvernement Harper à les mettre en oeuvre. La nouvelle loi, par contraste, sanctionne bel et bien l'iniquité dans la fonction publique fédérale. ■

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CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

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CANADA'S VOICE FOR ACADEMICS — CAUT ACPPU BULLETIN

NEWS ACTUALITÉS

Les articles savants du personnel enseignant du MIT en accès libre

Le corps professoral du Massachusetts Institute of Technology (MIT) a approuvé à l'unanimité le projet de diffusion publique et gratuite des articles savants de ses membres sur Internet.

Selon Bish Sinyal, président de l'association des professeures et professeurs de cet établissement : « Ce vote signale au monde entier que nous nous exprimons d'une seule voix, que nous accordons une grande importance à la libre circulation des idées. »

Aux termes de la nouvelle politique, le corps professoral donne au MIT l'autorisation non exclusive de publier les articles de ses membres par l'entremise d'un service d'archivage institutionnel libre. L'établissement, son personnel enseignant et le grand public pourront consulter ces travaux et les partager à des fins strictement non lucratives, chaque auteure et auteur conservant un droit de refus pour l'un ou l'autre de ses articles.

Heather Morrison, professeure auxiliaire à l'école de bibliothéconomie, d'archivistique et de sciences de l'information de l'Université de la Colombie-Britannique et présidente du groupe de travail canadien sur le libre accès, estime qu'il s'agit d'un point tournant : « Le personnel enseignant prend le contrôle de son travail et peut s'assurer lui-même que ses conclusions de recherche sont lues et utilisées par le plus vaste public possible. »

Mme Morrison perçoit l'origine de cette nouvelle politique dans des changements survenus depuis dix ans dans le domaine des communications savantes.

En effet, la publication dans des revues savantes est l'un des principaux moyens par lesquels les professeures et professeurs peuvent faire connaître leurs conclusions de recherche. Selon le modèle de publication traditionnel du secteur privé, ces personnes cèdent leurs droits d'auteur aux éditeurs, qui revendent ensuite ces travaux aux universités par l'entremise d'abonnements payants. La fusion des éditeurs privés en quelques grandes sociétés a mené à la hausse rapide des frais d'abonnement, hausse qui a amplement dépassé le taux d'inflation.

Selon Mme Morrison, si ce modèle est hautement profitable pour les éditeurs, il est en contradiction avec les valeurs universitaires fondamentales, notamment l'engagement à diffuser le savoir à la plus grande échelle possible.

« Vu le coût élevé des abonnements aux revues, des bibliothèques ont dû limiter le nombre de leurs abonnements de même que leurs achats dans d'autres secteurs de leur collection, explique-t-elle. En réaction à cette situation, les bibliothécaires et le personnel enseignant ont commencé à envisager d'autres moyens de publier les travaux d'érudition. »

Grâce aux nouvelles technologies de l'information numérique, un mouvement pour la liberté d'accès a lentement pris de l'ampleur depuis dix ans, avec la création de cyberrevues et de services d'archivage institutionnel numériques gratuits qui rendent les travaux de recherche universellement accessibles.

Mme Morrison souligne toutefois que le passage du MIT à l'accès libre n'est pas un acte complètement désintéressé.

« La tolérance du public s'épuise à l'égard du modèle traditionnel de publication du secteur privé. Les Instituts de recherche en santé du Canada, les National Institutes of Health aux États-Unis et tous les organismes subventionnaires du Royaume-Uni se dotent désormais de mandats d'accès libre. La politique du MIT est la première initiative du genre, aux États-Unis, qui soit pilotée par des professeures et professeurs et appliquée à l'échelle d'un établissement. En prenant cette initiative, le personnel enseignant fixe ses propres règles pour la diffusion des travaux de ses membres au lieu qu'elles lui soient imposées. »

La politique signifie également que les articles publiés par le corps professoral du MIT sont susceptibles d'être plus cités que les travaux publiés dans d'autres établissements et soumis aux règles des éditeurs privés.

Pour les universitaires canadiens, la décision du personnel enseignant du MIT représente un modèle envisageable de diffusion de leurs propres travaux. Elle aura également des retombées économiques positives : si un professeur ou un bibliothécaire propose à un étudiant un lien direct vers des articles du MIT, il ne leur est plus nécessaire de fournir des trousses de documentation ou de faire payer des frais de photocopie, ce qui diminue le coût des études. ■

SUR INTERNET

Conservation du droit d'auteur sur les articles de revue, l'avis de l'ACPPU sur la propriété intellectuelle relatif à l'accès libre et au droit d'auteur des travaux savants, peut être consulté gratuitement à l'adresse www.caut.ca/uploads/IP-Advisory1-fr.pdf.

English on page A4.

Les gouvernements sont exhortés à mettre fin à la pratique de l'exclusion idéologique

→ Suite de la PAGE A1

Jameel Jaffer, directeur du projet de la sécurité intérieure de l'American Civil Liberties Union, estime que même si son gouvernement a un intérêt manifeste à exclure les ressortissants étrangers représentant une menace à la sécurité du pays, aucun intérêt légitime n'est servi par l'exclusion de ces personnes selon des critères idéologiques. Il s'agit d'une pratique mesquine et erronée que l'administration Obama aurait intérêt à abolir sur-le-champ.

L'administration Bush a empêché des dizaines d'intellectuels éminents d'obtenir des postes en enseignement dans des universités américaines, de donner des conférences publiques aux États-Unis et d'assister à des congrès de recherche dans ce pays.

La lettre appelle le gouvernement à revoir plusieurs cas vécus à l'ère Bush, notamment celui d'Adam Habib, commentateur politique sud-africain, éminent défenseur des droits de la personne, intellectuel remarquable et titulaire d'un doctorat obtenu aux États-Unis, qui s'est vu refuser l'accès à ce pays pour assister à des réunions professionnelles sous le prétexte qu'il fallait protéger le pays contre le terrorisme. Pourtant, les autorités américaines n'ont toujours pas exposé les fondements juridiques ou factuels de cette décision. Il semblerait plutôt que le militantisme politique de M. Habib, et non un lien quelconque avec le terrorisme, soit au coeur de cette décision.

Le cas du Suisse Tariq Ramadan, professeur à l'Université d'Oxford, est également évoqué. Décrit par le magazine *Time* comme l'un des principaux intellectuels islamiques issus des deuxième et troisième générations d'immigrants musulmans d'Europe, M. Ramadan a été accusé d'avoir appuyé le terrorisme lorsque son visa a été révoqué quelques jours à peine avant son entrée en fonction à l'Université Notre Dame. Après que des groupes américains eurent déposé une poursuite, le gouvernement a retiré ses accusations sans pourtant donner accès à son territoire à M. Ramadan. Une fois de plus, il semble clair que ses critiques acerbes à l'encontre de la politique étrangère des États-Unis expliquent la situation. ■

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Provincial Budgets Earn Mixed Reviews

Newfoundland & Labrador

STUDENTS are applauding Newfoundland and Labrador's 2009 budget for eliminating interest on the provincial portion of student loans and maintaining the freeze on tuition fees.

The budget also increased funding for needs-based grants, a program the Canadian Federation of Students says has significantly decreased student debt since it was first introduced two years ago.

The budget also allocates $34 million to post-secondary education infrastructure, increases operational funding to College of the North Atlantic by $8.3 million and to Memorial University by $21 million, and invests more than $1 million to expand faculties of business and engineering and develop two programs at Memorial's Marine Institute.

New Brunswick

NEW Brunswick's March 17 budget maintains its tuition fee freeze, but imposes a wage freeze on public service workers and calls on universities to follow suit.

The budget freezes base salaries for all non-unionized public sector management and employees and will freeze wages for unionized workers when collective agreements are renegotiated.

"Grants to universities and municipalities will be adjusted in future years to reflect this expectation," said New Brunswick finance minister Victor Boudreau.

"It is our intent to implement the wage restraint policy through negotiation; however, if necessary, this government is prepared to introduce legislation limiting the wage increases that can be obtained through collective bargaining negotiation to zero per cent."

While Boudreau said he's not asking employers to break collective agreements, he added they can find "other means" to impose "restraint."

Student organizations were pleased by the continued tuition fee freeze, but disappointed with a budget proposal to limit debt at $26,000 for students who complete their studies within a program's "established timeline."

The debt cap is an unpopular move because it will let debt load creep too high, will not improve affordability, and ignores students who have legitimate reasons for taking extra time to complete their degrees, said Graham Cox, a CFS spokesperson.

"Tuition fees are so high that thousands of students are forced to work part-time and full-time jobs just to make ends meet. In fact, these students are in greater need of financial assistance than those who don't work a day during the course of their studies," he said.

Ontario

IN Ontario, students and academic staff hope modest increases to core operating grants in addition to increases to campus infrastructure will help put an end to dire warnings by university administrators about the need to eliminate courses and increase class sizes.

"The sense of panic created by many university presidents over the past few months created unfortunate and completely unnecessary anxiety among students, faculty, librarians and staff," said Brian Brown, president of the Ontario Confederation of University Faculty Associations.

Highlights of the province's March 26 budget include a one-time injection of $150 million to partially offset enrollment pressures; $780 million over two years in provincial contributions to cost-shared post-secondary education infrastructure funding; and significant changes in pension solvency extensions which should address pension deficits.

Brown said he hopes university presidents will now commit to maintaining programs and hiring new academic staff.

Shelley Melanson, chairperson of the Canadian Federation of Student for Ontario, said while students were pleased the budget reflected a number of important investment priorities, they remain worried that accessibility will be undermined by projected tuition fee increases. CFS had called on the government to invest in education's "Big Three" — access, quality and infrastructure.

"We need to turn our attention to reducing tuition fees and providing new educational opportunities for Ontario's students," Melanson said.

Manitoba

IN Manitoba, just one week after the provincial NDP budget provided a six per cent increase in base operating grants and strategic program investments for colleges and universities, the Commission on Tuition Fees and Accessibility released its report recommending tuition fee increases.

Commissioner Ben Levin, who has opposed tuition fee freezes in the past, was given a *year to research* the effects of tuition fees on accessibility, and to provide a report to the province to help guide its decision on the tuition fee freeze, as well as budgetary allocations to post-secondary education.

"Provinces like Newfoundland, Quebec and New Brunswick have committed to tuition fee freezes in their budget announcements," said Brandon University student union president Stephen Montague. "Newfoundland goes as far as to eliminate student loan interest rates altogether, but unfortunately there is a lack of vision in Manitoba.

"Dr. Levin's report under appreciates the effects of tuition on accessibility."

The report's recommendations include a proposed 5 per cent per year tuition fee increase, allowing for a double-digit fee increase over the duration of a degree that will surely see student debt levels rise.

Also included in the report are new targeted access grants and low-income bursaries to students, as well as new programs to encourage non-traditional students to pursue post-secondary studies in Manitoba.

"While these new access initiatives are certainly welcome, allowing tuition fees to increase directly undermines the value of these new programs and directly undermines already limited federal funding sources for Aboriginal students," David Jacks, Manitoba chair of the CFS, said in a statement.

Saskatchewan

DESPITE being the only province in the country to project a surplus this year, Saskatchewan's new provincial budget ended the post-secondary tuition *fee freeze implemented in 2005.* The government claims the $23.5 million provided to universities in last month's budget will offset costs and limit tuition increases. It also points to guidelines calling on universities to limit tuition increases to an average of three per cent, but the guidelines aren't binding and tuition fees could rise by more than this number.

Saskatchewan Academics Ratify Contract Extension

ACADEMIC staff at the University of Saskatchewan ratified a one-year extension agreement in February. The new agreement extends the 2007–2009 collective agreement to June 30, 2010.

Terms of the agreement remain unchanged except for adjustments to salaries, floors and ceilings of each rank and professional expense allowance. "All members of the bargaining unit will see a 5.25% salary increase," said Jim Cheesman, chief negotiator for the University of Saskatchewan Faculty Association. "The new contract also raises floors and ceilings and career development increments by 5.25% for all ranks and the amount available for reimbursement of professional development expenses to $2,050." The contract also calls for the size of the merit pool at the college level to be increased by 40 CDIs.

USFA represents 990 full time faculty members, professional librarians and research scientists. ■

St. Jerome's Faculty Vote to Form Union

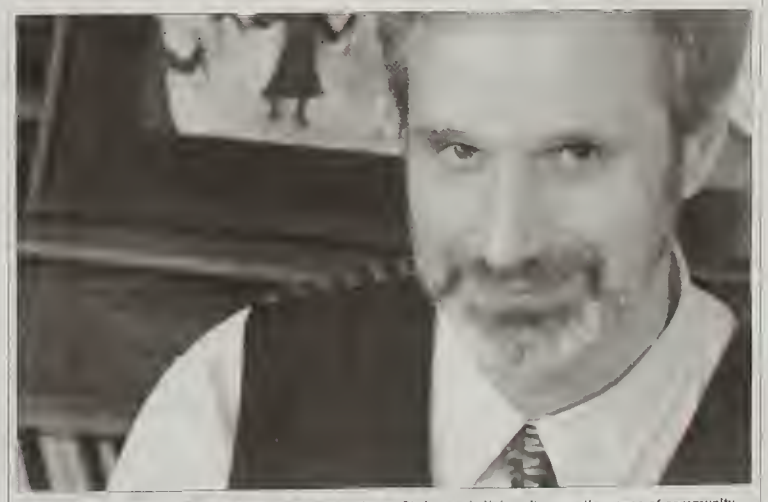
FULL-TIME academic staff at St. Jerome's University have voted overwhelmingly to form a union.

In a secret ballot conducted by the Ontario Labour Relations Board at the end of March, academic staff voted more than four to one to name the newly formed St. Jerome's University Academic Staff Association as their sole representative in contract negotiations with the university.

David Seljak, president of the association, said academic staff are concerned about the arbitrary changes the administration has made in employment policy and procedures as well as the collapse of morale at the institution.

"We are trying to preserve the academic integrity and sense of community that St. Jerome's was known for," Seljak said. "That integrity and that sense of community were built on the fact that professors had a voice in the way the university is run. This is no longer the case."

The vote on unionizing the full-timers came two months after a majority of academic staff voted non-confidence in university president David Perrin.



— PHOTO: DANIEL SELJAK —

David Seljak, president of the academic staff association at St. Jerome's University, says the sense of community at St. Jerome's has been harmed by arbitrary actions of the university administration.

Twenty-seven of the 30 members of the bargaining unit voted on certification, with 22 voting for the union and five opposed. The academic staff association is seeking to represent 29 teaching faculty and one librarian.

St. Jerome's University is a public Roman Catholic university federated with the University of Waterloo. ■

St. Jerome vote pour la création d'un syndicat

LA grande majorité des professeurs *à plein temps de l'Université* St. Jerome ont voté en faveur de la création d'un syndicat.

À l'occasion d'un scrutin secret convoqué par la Commission des relations de travail de l'Ontario à la fin de mars, les membres du corps professoral se sont prononcés à plus de quatre voix contre une pour que l'association du personnel académique de l'Université St. Jerome, alors récemment formée, soit leur unique représentant lorsqu'ils négocieront leur contrat avec l'établissement.

David Seljak, président de l'association, a indiqué que les membres du corps professoral s'inquiètent des changements arbitraires que la direction a apportés aux politiques et aux procédures d'emploi, ainsi que de l'érosion du moral du personnel. « Nous nous efforçons de préserver l'intégrité académique et le sentiment d'appartenance pour lesquels l'Université St. Jerome était autrefois réputée », a affirmé M. Seljak. « Cette intégrité et ce sentiment d'appartenance découlaient du droit de regard que le corps professoral avait sur la gouvernance de l'établissement. Hélas, cela est chose du passé. »

Le vote sur la syndicalisation des professeurs à temps plein s'est tenu deux mois après que la majorité des membres du personnel académique eut procédé à un vote de censure envers le recteur de l'établissement, David Perrin.

Des 30 membres de l'unité de négociation, 27 ont voté sur l'accréditation : 22 étaient en faveur du syndicat et cinq, contre. L'association du personnel académique souhaite représenter 29 enseignants et un bibliothécaire.

L'Université St. Jerome est un établissement public de confession catholique romaine affilié à l'Université de Waterloo. ■

CAREERS CARRIÈRES

SECTION B

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A

■ **ACADEMIC HEALTH ECONOMICS — University of British Columbia.** The University of British Columbia, Faculty of Medicine, Department of Medicine, Division of Respiratory Medicine and the Faculty of Pharmaceutical Sciences are seeking to hire an academic health economist to further develop a rapidly expanding respiratory health economics program. The successful candidate would hold a joint appointment with the Faculties of Medicine and Pharmaceutical Sciences at the rank of Assistant or Associate Professor, grant tenure track. This position in the Respiratory Evaluation Sciences Program (RESP) is geographically based at the Vancouver Coastal Health Research Institute. The successful candidate would join a large group of health economists distributed across the major academic health science centres affiliated to UBC. The successful candidate would have PhD level training in health economics and a proven track record in obtaining peer reviewed funding as well as publications in the area of health economics. It would be expected that the successful candidate would be competitive for an external salary award. A previous publication record in the respiratory field would not be mandatory as there is significant content expertise in Respiratory Medicine as well as Health Economics generally at UBC and its affiliated hospital based clinical epidemiology units. The successful candidate will have a demonstrated aptitude for teaching and will be expected to participate in the undergraduate as well as post graduate teaching activities of the Division. Salary and rank will be commensurate with qualifications and experience and the position includes a generous benefits package. Additional funding is also available for a Masters' level health economist position and administrative support. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Closing date for applications is April 30, 2009. Applications, including curriculum vitae, teaching dossier, a letter describing research interests and plans, and the names and complete addresses of four referees should be sent to: Dr. Mark FitzGerald, Director, Centre for Clinical Epidemiology and Evaluation (markf@interchange.ubc.ca) or Dr. Carlo Marra, Centre for Health Evaluation and Outcome Sciences (cmarra@interchange.ubc.ca).

■ **ACCOUNTING — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open, but we especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2009 wa will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://saf.uwaterloo.ca/. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by The Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, electronically. In addition, three referees should send letters directly to. The Director, c/o Heidi Campbell, heidi@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ **ARCTIC & ICE ENGINEERING — Memorial University of Newfoundland.** Applications are invited for the Wood Group Chair in Arctic and Cold Region Engineering within the Faculty of Engineering and Applied Science at Memorial University. This is a tenure-track faculty position at the Associate Professor level, commencing September 1, 2009 or earliest thereafter. Salary will be commensurate with qualifications and experience. Applicants must hold a PhD in engineering and will have relevant experience in harsh environment or arctic engineering in any relevant engineering discipline. The successful candidate must have an undergraduate degree in engineering and will be expected to register as a Professional Engineer in Newfoundland and Labrador. The Wood Group Chair in Arctic and Cold Region Engineering will become an integral part of an established group of researchers and educators in the Faculty of Engineering and Applied Science, whose programs in Civil, Computer, Electrical, Mechanical and Ocean and Naval Architectural Engineering are accredited by the Canadian Engineering Accreditation Board. The Chair will establish, promote and maintain a strong emphasis on engineering for the harsh ocean and arctic environments offshore the coasts of Canada and the rest of the world. The Chair will be expected to focus his/her teaching and research program on cold regions, harsh environment and arctic issues. Examples of such research programs could include (but are not limited to): pipelines in cold regions; fixed structures in ice; floating structures in ice; subsea developments in remote locations. The Chair will have a teaching load that is half the norm in the Faculty of Engineering and Applied Science and will be expected to teach at the undergraduate and graduate levels. The Chair will be expected to develop a funded research program and establish links with other researchers at and beyond Memorial, as well as with industry. Graduate students are expected to be an integral part of the Chair's research program activities. The Chair will have an established reputation with industry and be expected to maintain close contacts. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at http://www.mun.ca. This Chair position is sponsored by the Wood Group. It is an international energy services company with $5bn sales, employing more than 27,000 people worldwide and operating in 46 countries. For further information about the Wood Group, please view the website at: http://www.woodgroup.com. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. John Quaicoe, Dean (Pro Tempore), Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax # (709) 737-8975; REFERENCE: ENGI-2008-010. Deadline to receive application is May 25, 2009. All qualified candidates are encouraged to apply; however, citizens and permanent residents of Canada will be given priority. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

C

■ **CIVIL ENGINEERING — University of British Columbia.** Applications are invited from outstanding individuals for a tenure track position at the Instructor I rank, in the Department of Civil Engineering at the University of British Columbia. The successful candidate will be expected to hold a PhD degree or equivalent in civil engineering or a related field. Ideally the successful candidate will have experience in experimental hydraulics and fluid mechanics. Applicants should have an interest in teaching engineering design and other civil engineering skills as described by the ASCE's Book of Knowledge and a willingness to collaborate on a Faculty-wide engineering design initiative. Applicants should also either have, or be eligible to register with

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Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

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October 2008 octobre	September 03 septembre 2008	September 25 septembre 2008
November 2008 novembre	October 01 octobre 2008	October 30 octobre 2008
December 2008 décembre	November 05 novembre 2008	November 27 novembre 2008
January 2009 janvier	December 03 décembre 2008	December 25 décembre 2008
February 2009 février	January 07 janvier 2009	January 29 janvier 2009
March 2009 mars	February 04 février 2009	February 26 février 2009
April 2009 avril	March 04 mars 2009	March 26 mars 2009
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The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may very. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la loi *sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à le rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. A l'exception des États-Unis, ou l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pou obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél : (202) 737-5900, ou de visiter www.aaup.org.

CAUT ACPPU BULLETIN

CAREERS CARRIÈRES

the Association of Professional Engineers and Geoscientists of British Columbia. Registration is required within four years. The successful candidate will have teaching responsibilities in the areas of hydrotechnicat engineering and civil engineering design. S/he must be willing to learn about, and participate in, matters of curriculum development and accreditation review. The Civil Engineering Professional Degree program at UBC is one of the best in Canada, and is offered by outstanding teaching and research faculty members. Further information about the Department of Civil Engineering is available at www.civil.ubc.ca. The University of British Columbia is a world leader in sustainability: see www.sustain.ubc.ca for more details. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/prospective_faculty, and a description of the nature of an instructor I appointment and the criteria for achieving tenure as Senior Instructor are available at www.hr.ubc.ca/faculty_relations/careers/tenure.html. Applications should include a detailed curriculum vitae, a 1-2 page statement describing teaching interests and accomplishments highlighting design related activities and the names and contact details of four referees. The closing date for applications is May 15, 2009. Applications should be sent by e-mail, mail, or courier to: Head, Department of Civil Engineering, The University of British Columbia, 2030 Applied Science Lane, Vancouver, BC, Canada, V6T 1Z4; Email: reza.vazin@ubc.ca. The position is available effective July 1, 2009. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada.

■ **CLASSICS — University of Saskatchewan.** The Department of History at the University of Saskatchewan invites applications for a one-year term appointment in Classics, with possibility of renewal for an additional two years, beginning July 1, 2009. The successful applicant will be one of three Classics faculty in the History Department and will also be part of the Interdisciplinary Classical, Medieval and Renaissance Studies program in the College of Arts and Science. Teaching will include first-year Latin, senior Latin (applicant's choice of author), as well as one class each in Greek and Roman civilization. We encourage applications from Classics scholars whose research area is material culture with a proven ability to integrate his or her specialization into the broader cultural environment (literary, artistic, social, philosophical, linguistic). A demonstrated ability to teach Latin at all levels is required. Completed PhD and refereed publications are strongly preferred, as is evidence of excellence in teaching. This appointment will be at the Lecturer level (current starting salary $56,667). Applicants should submit their letter of application, curriculum vitae and any other supporting materials, and should arrenge for three confidential letters of reference to be sent to: Or. Velerie Korinek, Head, Oepartment of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5 (fax: 306-966-5852); E-mail: valerie.korinek@usask.ca. Applicants era encouraged to visit the Department of History and Classical, Medieval and Renaissance Studies websites: http://artsandscience.usask.ca/history/ and http://artsandscience.usask.ca/cmrs/ The University of Saskatchewan is located in Saskatoon, Saskatchewan, a growing city with a diverse and thriving economic base, a vibrant arts community and a wide variety of leisure opportunities. The University has a reputation for excellence in teaching, research and scholarly activities, and offers a full range of undergraduate, graduate, and professional programs to a student population of about 20,000. The University is one of Canada's leading research-intensive universities. The College of Arts & Science offers a dynamic combination of programs in the humanities and fine arts, the social sciences and the sciences. There are over 8,000 undergraduate and graduate students in the College and 350 faculty, including 12 Canada Research Chairs. The College emphasizes student and faculty research, interdisciplinary programs, community outreach and international opportunities. The University of Saskatchewan is committed to employment equity. We therefore encourage applications from members of designated groups (women, aboriginal people, visible minorities and people with disabilities) and we urga them to self-identify on thair applications. All qualified candidates will be considered but Canadians and parmanent residents will be given priority (please indicate your status). The deadline for applications is: April 30, 2009.

E

■ **EDUCATION D'IMMERSION FRANÇAISE (ÉLÉMENTAIRE) — Collège universitaire Glendon, Université York.** Nous sollicitons des candidatures pour un poste menant à la permanence en Éducation d'immersion française (élémentaire) au rang de Professeur/e adjoint/e. CONTEXTE: L'Université York offre une expérience universitaire interdisciplinaire à un niveau international, dans un cadre moderne, à Toronto, la ville la plus multiculturelle du Canada. Axée sur l'innovation, York forme une communauté dynamique comptant près de 60 000 membres du corps enseignant, membres du personnel et étudiants, qui défient l'ordinaire et obtiennent des résultats uniques. Le Collège universitaire Glendon est la faculté bilingue (Français-Anglais) d'arts libéraux de l'Université York. Il offre une gamme de programmes en lettres et sciences humaines. Son campus est situé en plein coeur de Toronto. La Faculté d'éducation de York offre une formation initiale, des programmes de perfectionnement professionnel et des programmes de deuxième et troisième cycles (MEdel PhO). La Faculté, qui accorde de l'importance à la collaboration et à l'interdisciplinarité, est engagée face aux questions de justica sociala, et de diversité culturella et linguistique. Les membres du corps ensolgnant qui occupant un poste menant à la permanence sont encouragés à travailler dans des équipes interdisciplinaires, avec des collègues d'autres départements de l'Université et des membres du corps enseignant détachés de conseils scolaires. Les candidat(a)s sont invité(e)s à consulter le site Web de York à l'adresse www.yorku.ca. POSTE: La personne choisie enseignera des cours et définira le programme des études de premier, deuxième et troisième cycles en éducation; supervisera des thèses da maitrise et de doctorat et des travaux de recherche; supervisare les stages d'enseignement effectués par les étudiants du premier cycle; participera aux programmes de perfectionnement professionnel; collaborera avec des collègues de l'Université; et jouera un rôle actif dans le domaine de l'éducation La personne choisie doit être rapidement admissible au titre de membre de la Faculté des études supérieures. CANDIDATURES: Les candidates doivent être parfaitement bilingues (français/anglais). Pour le Département d'études françaises, les candidats devraient avoir des connaissances spécialisées et de l'expérience en enseignement dans un ou plusieurs des domaines suivants: Linguistique appliquée à l'enseignement du français plus particulièrement dans un cadre d'immersion; Psycholinguistique et enjeux multiculturels concernant l'enseignement et l'apprentissage dans un contexte d'immersion française. Les candidats doivent pouvoir participer activemant aux activités de la Faculté qui se déroulent en français et en anglais. Pour la Faculté d'éducation, les candidats devraient avoir des connaissances spécialisées et de l'expérience en enseignement dans les programmes d'immersion française Seront des atouts: l'enseignement et l'apprentissage dans les écoles élémentaires et/ou le développamant de l'entance avec un intérêt particulier pour le bilinguisme et le multilinguisme des enfants et de laurs familles. La personne choisie pour ce poste aura terminé d'ici 2009 un doctorat dans un domaine de spécialisation compatible avec l'annonce de ce poste Les candidats qui n'ont pas encore terminé leur doctorat ne seront considérés que sur la soumission de documents confirmant que les conditions d'obtention du doctorat seront remplies d'ici le 31 décembre 2009 EMBAUCHE. La salaire initiel sera fixé en tonction des qualifications et de l'expérience. La date d'entrée en fonction est le 1er Juillet 2009. Tous les postes à York sont liés à l'autorisation budgétaire de l'Université. ACTION POSITIVE: L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université York à l'adresse www.yorku.ca/acadjobs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, la priorité sera donnée aux parsonnes de citoyenneté canadienne ou détenant le statut de résidant permanent. DEMANDES OE POSTE: Les demendes doivent inclure un curriculum vitae à jour, un ou deux échantillons da publications, trois lettres de recommandation de professeurs et una lettre de candidature résumant les qualifications, les recherches et les domaines d'intérêt en matière d'enseignement, en rapport avec l'annonce. Les demandes doivent être envoyées à: Madame Rosanna Furgiuele, Orrectnce, Département d'études françaises, Collège universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto, Ontario, M4N 3M6, Canada. DATE LIMITE OE SOUMISSION OES CANDIDATURES: 30 AVRIL 2009. N.B.: LES DEMANOES ELECTRONIQUES NE SERONT PAS ACCEPTEES.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, Invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor. 1. Nano Electro Mechanical Systems leading to biochip and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including biomedical and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-to-Nano Laboratory (http://ece.uwaterloo.ca/~a-sidic) and the Centre for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In edition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, $100M teaching and research infrastructure to be completed by year 2010. Applicants should have eamed a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department curnently has more than 75 faculty members and is in the process of expending to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, Invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor In the following areas: 1. Computer and Software Engineering with expertise in one or more of these sub-areas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human/computer interaction with computer engineering perspective; 2. VLSI with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies Applicants should have earned a doctorel degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to resea rch and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and International apoicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the Inventor. The University of Waterloo has been named the "Best Overall" university by reputation In Canada. It is located in the attrao tive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (SIGNAL PROCESSING) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, Invites applications for tenure-trec k/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the area of signal processing, with expartise in one or mora of the following sub-areas; the theory of signal processing (e.g. sparse sampling, compressed sensing, etc.), multimedia processing (including speech, audio and video processing), and biomedical signal processing. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and International applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the Inventor. The University of Waterloo has been named the "Best Overall" university by reputation In Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the

Two-for-One Deal

Recruit from two audience pools at once. Job ads with the **CAUT Bulletin** not only appear in the Career section of the newspaper but also go online for 30 days at **AcademicWork.ca**. To place a career ad that will appear in print and online, call our advertising department at (613) 820-2270 or e-mail ads@caut.ca.

2 POUR FOR 1

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CAUT/ACPPU BULLETIN

The Canadian Association of University Teachers announces the

J.H. Stewart Reid Memorial Fellowship for 2009–2010 Doctoral Studies

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Application Closing Date:
April 30, 2009

The Fellowship recipient will be announced in August 2009. An announcement will also appear in a fall edition of the CAUT Bulletin.

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant or convention refugee status from April 30, 2008 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2009.
- A first class academic record in a graduate program.

Apply online at http://stewartreid.caut.ca

Information: Chantal Penteado, Awards Officer
2705 Queensview Drive, Ottawa, Ontario K2B 8K2 (stewartreid@caut.ca)

The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.

CAUT Canadian Association of University Teachers

L'Association canadienne des professeures et professeurs d'université annonce la

Bourse commémorative J.H. Stewart Reid pour études doctorales 2009-2010

Détails :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- Bourse d'une durée d'un an

Date limite de soumission des candidatures :
30 avril 2009

Le nom du bénéficiaire de la bourse sera annoncé en août 2009 et publié dans un numéro de l'automne du Bulletin de l'ACPPU.

Conditions :
- Être inscrit à un programme de doctorat d'une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu ou réfugié au sens de la Convention depuis le 30 avril 2008 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2009.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Candidature en ligne : http://stewartreid.caut.ca

Renseignements : Chantal Penteado, agente des bourses
2705, promenade Queensview, Ottawa (Ontario) K2B 8K2 (stewartreid@caut.ca)

La Fiducie de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.

ACPPU Association canadienne des professeures et professeurs d'université

CAREERS CARRIÈRES

positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGINEERING — University of New Brunswick.** The Faculty of Engineering at the University of New Brunswick in Fredericton invites applications for a tenure-track position at the Assistant/Associate Professor Level commencing on July 1, 2009 subject to budgetary approval. Areas related to power systems engineering will be considered, including energy conversion, optimization, and renewable and sustainable energy resources. Duties will include instructing undergraduate courses in the Department of Electrical and Computer Engineering and the Department of Mechanical Engineering, developing courses in the area of the appointee's research specialty at the senior undergraduate and graduate level, supervising graduate students and conducting research. Applicants must have a doctorate in a related discipline, a strong commitment to teaching and research, and should qualify for and seek registration as a Professional Engineer in Canada. Further information may be found at www.ece.unb.ca and www.me.unb.ca. Review of applications will begin immediately and will continue until the position is filled. Applications, including a detailed curriculum vitae, a teaching dossier (if available), a brief research proposal, and the names of three references, should be sent to: Dr. Michel Couturier, P.Eng., Acting Dean, Faculty of Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3; Fax: (506) 453-4569; E-mail: engineer@unb.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

F

■ **FRENCH IMMERSION EDUCATION (ELEMENTARY) — Glendon College, Université York.** Applications are invited for a tenure stream position in French Immersion Education (elementary) at the rank of Assistant Professor. CONTEXT: York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected. Glendon College is the bilingual (French-English) liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid-town campus. The Faculty of Education at York offers pre-service, professional development, and graduate programmes (MEd and PhD). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice, as well as to cultural and linguistic diversity. Tenure stream faculty members are encouraged to work in cross disciplinary teams with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are invited to visit the York's website at www.yorku.ca. POSITION: The successful candidate will: teach courses and develop curriculum in undergraduate and graduate education; supervise Masters and Doctoral theses and research papers; supervise undergraduate student teaching; participate in professional development programs; collaborate with colleagues across the University; and, be actively involved in the field of education. The successful candidate must be suitable for prompt appointment at the Faculty of Graduate Studies. CANDIDATE: Qualified applicants must be fully fluent in both French and English. For the Department of French Studies, candidates should have scholarly expertise and teaching experience in one or more of the following fields: Applied Linguistics to the Teaching of French particularly in an Immersion Environment; Psycholinguistics and multicultural issues pertaining to teaching and learning within a French Immersion context. Given Glendon's bilingual mandate, candidates must be able to participate actively in College-wide activities in both French and English. For the Faculty of Education, candidates should have scholarly expertise and teaching experience in French Immersion education programs. Teaching and learning in elementary schools and/or child development, with a focus on bilingual and multilingual children and their families, would be considered an asset. The successful candidate will have completed by 2009 a doctorate in a field of study compatible with the advertised position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled by December 31, 2009. APPOINTMENT: Initial salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2009. All positions at York University are subject to budgetary approval. AFFIRMATIVE ACTION: York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. APPLICATIONS: An application must include an up-to-date curriculum vitae, one or two samples of scholarly writing, three academic reference letters, and a letter of application that provides an overview and discussion of qualifications and statement of research and teaching interests as they relate to the advertised position. Application packages should be addressed to: Professor Rosanna Furgiuele, Chair, Department of French Studies, Glendon College York University, 2275 Avenue Bayview, Toronto, Ontario, M4N 3M6, Canada. CLOSING DATE FOR COMPLETE APPLICATION PACKAGES: April 30 2009. PLEASE NOTE: ELECTRONIC APPLICATIONS WILL NOT BE ACCEPTED.

G

■ **GERONTOLOGY/GERIATRICS (PHARMACY) — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long-Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed scholarly activity, 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter, trans, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

H

■ **HEALTH SCIENCES (DIRECTOR) — University of Western Ontario.** Applications or nominations are invited for the position of Director, Bachelor of Health Sciences Program (BHSc) in the Faculty of Health Sciences. The unit is considering a name change to the School of Health Studies. The selected candidate will assume a senior academic rank with tenure, and will assume an outstanding opportunity to exercise creative leadership in teaching, research and administration in building on a strong foundation and new directions/activities within the BHSc Program/School. Commitment to quality undergraduate and graduate education, a strong research record, excellent interpersonal and collaborative skills, and the ability to effectively advance the BHSc Program/School are essential. The Director is also expected to contribute to leading the Faculty as part of a Faculty of Health Sciences' Leadership Team. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London Ontario, known as the "Forest City" with a population of 385,000. London is also a major academic health sciences centre. The BHSc Program, established in 1997, embraces a positive conception of health as a vital resource for everyday living that reflects the physical, mental, and social aspects of human life. Within this context, the BHSc Program pursues its mission to provide learning opportunities, and conduct interdisciplinary research, on issues influencing health across the lifespan. The Program has 14 full-time faculty members, a number of cross-appointed members from other Schools who teach in the Program, and 5 administrative staff members. The Program offers an Honors Specialization in Health Sciences focusing on determinants of health, an Honors Specialization in the area of Health Promotion, and three collaborative areas of specialization in conjunction with other units at Western. The Program attracts over 2200 applicants annually for one of the available 300 Year 1 undergraduate positions and there are 1100 undergraduate students in the program. In addition, the BHSc program members and Director make a significant contribution to the teaching and supervision of graduate students in the interdisciplinary Health and Rehabilitation Sciences graduate program, which offers graduate education at the MSc and PhD level in Health Promotion, Health and Aging, and Rehabilitation Sciences, as well as seven other fields of study. An appointment period of normally five years (renewable) will afford the successful candidate both the time and the flexibility required to make a mark as an academic leader. The effective date of the appointment is July 1, 2009. Nominations and applications (including names of three references) should be sent to: Dr. W. James Weese, Professor and Dean, Faculty of Health Sciences, 200 J. Arthur & Sonia Labatt Health Sciences Building, The University of Western Ontario, London, Ontario, N6A 5B9; http://www.uwo.ca/ths/. The deadline for receipt of applications is May 6, 2009. Please quote number HS 106 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

I

■ **INCLUSIVE EDUCATION — York University.** York University's Faculty of Education invites applications for a two-year contractually limited appointment in Inclusive Education. This appointment will be affiliated with the York University Faculty Association (YUFA) and will have the option of a renewable/third year. The Faculty of Education offers innovative pre-service, graduate and professional development programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca. Candidates will have completed a doctorate in a field of study compatible with the advertised position. Candidates will be familiar with critical perspectives on inclusive education and understand that it rests on a foundation of social justice and human rights. Expertise in one or more of the following additional areas is preferred: adult/workplace inclusive education, community development, transitioning to post-secondary/adult/workplace/independent living, and participatory, action or community-referenced research methodologies. All positions at York University are subject to budgetary approval. The appointment will commence July 1, 2009. Applicants should submit a detailed letter of application describing the their qualifications and research in relation to the advertised position and to the context described above, a curriculum vitae, one or two samples of scholarly writing, and com-

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Two Full-Time Positions in Pediatric Dentistry
Oral Health Sciences & BC Children's Hospital

The Faculty of Dentistry and BC Children's Hospital (BCCH) invite applications for two full-time faculty positions in the Department of Dentistry at BCCH and the Division of Pediatric Dentistry at UBC. Applicants must have postgraduate training in pediatric dentistry and be, or be eligible to be, a licensed specialist in pediatric dentistry in Canada. The successful candidate will be required to demonstrate potential in teaching excellence and service to the University and community. Preference will be given to individuals whose research will contribute to improved oral health of the children of British Columbia and will enhance existing research at UBC and BCCH. All individuals with strong research, academic or hospital experience are encouraged to apply.

The successful candidates will be expected to participate in the teaching of Pediatric Dentistry in the DMD and the new Pediatric Dentistry graduate program, develop a strong, externally funded research program and to contribute high quality undergraduate and graduate teaching and effective supervision of graduate students.

The successful candidates will hold full-time faculty appointments at UBC/BCCH with salary, rank and appointment status commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity; however, Canadian citizens and permanent residents of Canada will be given priority. Review of applications will begin **May 27, 2009** and will continue until the positions are filled. Send applications with a curriculum vitae, evidence of teaching effectiveness and contact information for three referees to:

Dr. Virginia M. Diewert
Head, Department of Oral Health Sciences
Faculty of Dentistry, UBC
2199 Wesbrook Mall
Vancouver, BC V6T 1Z3
vdiewert@interchange.ubc.ca

For more information about the Faculty of Dentistry and BCCH, see our Websites at **www.dentistry.ubc.ca ; www.bcchildrens.ca**

This publication is available in microform

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www.micromedia.ca

LaurentianUniversity
UniversitéLaurentienne

Canada Research Chair
Environment & Culture

AD#12. The Department of Philosophy at Laurentian University invites applications for the position of a **Tier II Canada Research Chair in Environment and Culture at the Assistant or Associate Professor level.** The CRC Program was created by the Government of Canada to cultivate world-class research and development. More information concerning the CRC is available at www.chairs.gc.ca.

Applicants for this tenure-track position should demonstrate a record of research excellence and the potential to emerge as an internationally recognized expert in environmental and cultural studies. The position will be contingent on being approved by the Canada Research Program. The candidates should have the ability to attract excellent graduate students and have demonstrated potential for excellence in teaching in both the graduate and the undergraduate level. The successful candidate will have an active research interest in at least one of the four following areas: aesthetics, gender, health, and/or indigenous studies. Candidates are expected to complement the pre-existing strengths of Laurentian's philosophy department, areas that include contemporary continental philosophy, aesthetics, ethics, gender and health studies, social and political thought, and environmental philosophy. A strong commitment toward interdisciplinary research would be an asset. They will also be expected to participate in, and help supervise graduate work in, the Interdisciplinary Humanities M.A. in Interpretation and Values and the Interdisciplinary Ph.D. program in Human Studies.

Normally, the Tier II competition is open to candidates who have at most ten years experience from the highest degree at the time of nomination.

Applicants should provide a letter of intent, a summary of research interests (including research program), a complete curriculum vitae, and at least three letters of references to: **Patrice Sawyer, Acting Vice-President, Academic, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON P3E 2C6** or by e-mail to **asr@laurentian.ca.**

Laurentian University is strongly committed to employment equity and diversity within its community. Laurentian University especially welcomes and encourages applications from members of visible minorities, women, Aboriginal persons, members of sexual minorities and persons with disabilities. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be considered first for this position.

Laurentian University (LU) is located in Sudbury, Ontario, an attractive modern city offering unique cultural, recreational, and educational opportunities. LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. LU faculty members are part of LUFA (the Laurentian University Faculty Association). Information and the Collective Agreement can be found at www.lufapul.ca. More information on the University can be found at www.laurentian.ca.

For enquiries and questions, please contact Dr. Brett Buchanan (bbuchanan@laurentian.ca). Applications will be reviewed commencing in **April 15, 2009** and will be accepted until a nominee is found. We are planning to send the nomination to the CRC program before November 16, 2009 for a start date on July 1st, 2010.

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Term Position
In the Department of English (Pre-1830 English Literature)
In the Department of History

FACULTY OF ENGINEERING
Tenure-Track Position
In the area of Environmental Systems Engineering

FACULTY OF SOCIAL WORK
Tenure-Track Positions
In the areas of social work practice with individuals, families and communities, child welfare, health, mental health, addictions, research methods, gender, First Nations and Aboriginal issues, disability and multi-cultural issues. Leadership positions including Research Centre Director and Associate Dean are available for appropriate candidates.

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/careers**

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS · CARRIÈRES

plete contact information for three scholarly referees (including email addresses) to: Alice Pitt, Dean of Education, York University, c/o 239 Winters College,4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. The closing date for complete application packages: May 15, 2009. Please note: Electronic applications will not be accepted. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

K

■ **KINESIOLOGY — University of Western Ontario.** The Faculty of Health Sciences at The University of Western Ontario invites applications for a probationary (tenure-track) appointment at the level of Assistant Professor in the School of Kinesiology. The School seeks a scholar in the broad area of the socio-cultural aspects of sport and exercise. Disciplines from which interested applicants might apply may include but are not limited to sport and exercise history, management, philosophy, and sociology. An important dimension of the position description is the potential of the successful candidate to provide leadership in managing the International Center for Olympic Studies (ICOS), including securing funding to support the work of the ICOS; this leadership mandate could be one that is developed during the first two to three years of the appointment. The successful candidate must have a PhD and will be expected to create a research program inclusive of the ability to attract significant funding (aiming toward Tri-council funding); to collaborate with existing scholars in the socio-cultural areas within Kinesiology and outside groups (Western and elsewhere); and train graduate and undergraduate students. She/he will be expected to teach effectively at the undergraduate and graduate levels. The effective date of appointment is July 1, 2009. Interested applicants should submit a curriculum vitae, a list of publications, a research plan, and the names, addresses, and contact numbers of three referees to: Dr. Earl Noble, School of Kinesiology, Faculty of Health Sciences, 3M Centre, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for receipt of applications is May 1, 2009. Please quote number HS 102 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

M

■ **MECHANICAL & MECHATRONICS ENGINEERING (GREEN ENERGY) — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

N

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g, quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching fab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1, Canada. E-mail: nefacultyhiring@nanotech.uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

■ **NURSING — University of Western Ontario.** The Faculty of Health Sciences at The University of Western Ontario invites applications for a full-time Probationary (tenure-track) position in the Arthur Labatt Family School of Nursing at the rank of Assistant or Associate Professor depending on qualifications. Requirements for the position include registration with the College of Nurses of Ontario (or eligibility for registration), at least one graduate degree in Nursing, although preference will be given to candidates holding a PhD degree in Nursing or relevant field, and teaching and research expertise that aligns with the Leadership in Nursing Education field of study. Candidates who are close to completion of a PhD are encouraged to apply. The successful candidate for this position will hold teaching responsibilities in both graduate and undergraduate programs offered in the School. The appointed individual will develop and deliver face-to-face and online courses related to introductory and advanced concepts in nursing education, engage in curriculum development, and in program evaluation. In this position, the candidate will support the teaching needs in the School. The successful candidate will attract and supervise graduate students, engage in scholarly activity, compete for peer-adjudicated research grants, and participate in service internal and external to the university. The candidate will have demonstrated expertise in developing and teaching courses in traditional and flexible learning environments. Also required is a learner-centered, adult-oriented philosophy of teaching, learning, and evaluation. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London, Ontario, with a vibrant a population of 385,000. London is renowned as a major academic, quaternary care health sciences centre. The Arthur Labatt Family School of Nursing is one of 5 schools in the Faculty of Health Sciences. The School offers 6 educational programs at undergraduate and graduate levels. It also has committed partnerships with leading practice centers in the city and region. Educational and research programs are supported through excellent relationships with health care and community agencies. Support for research development is available through the Nursing Research Unit. The University regularly offers programs to enhance teaching. The effective date of appointment is July 1, 2010. Please send a detailed curriculum vitae, a cover letter, and the names of three academic referees to: Dr. Mary-Anne Andrusyszyn, Director, Arthur Labatt Family School of Nursing, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1; http://www.uwo.ca/ihs/nursing. The deadline for receipt of applications is May 6, 2009. Please quote Number HS 104 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **NURSING — University of Western Ontario.** The Faculty of Health Sciences at the University of Western Ontario invites applications for a full-time fimited-term position in the Arthur Labatt Family School of Nursing. The term of this position may be up to 5 years and may be renewed. The successful candidate for this teaching position will support the continuing evolution and delivery of the BScN Collaborative and Compressed Time Frame programs according to curriculum needs. The successful candidate will be responsible for classroom and clinical teaching, year and course responsibilities, scholarship, and service. This position requires an MScN degree in Nursing, although a PhD is preferred. A strong understanding and demonstrated application of adult learning principles, a learner-centered philosophy of teaching, learning, and evaluation, teaching experience, and recent nursing practice experience are required. Knowledge and expertise in teaching and learning in flexible learning and simulated learning environments are assets. Expertise in Mental Health, Women's Health and/or other aspects of Family nursing is an asset. Applicants must be eligible for a certificate of registration with the College of Nurses of Ontario. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London, Ontario, with a vibrant population of 385,000. London is also renowned for its academic and qualemary care health sciences centre. The Arthur Labatt Family School of Nursing is one of 5 schools in the Faculty of Health Sciences. The School offers six educational programs at undergraduate and graduate levels. The School has three undergraduate programs: the 4-year BScN program, planned and offered collaboratively with Fanshawe College; the 19-month Compressed Time Frame Program, open to students with at least 10 university credits; and the program for Registered Nurses whose last intake was 2008. The School also has committed partnerships with leading practice centers. Practice setting opportunities for nursing programs are provided in health care and community agencies throughout London and the Southwest Local Health Integration Network. Simulated learning environments in the School facilitate the application of professional knowledge and abilities. Educational and scholarship programs are supported through excellent relationships with health care and community agencies. The University regularly offers programs to enhance teaching. Support for research development is available through the Nursing Research Unit. The effective date of appointment is July 1, 2009. Please send a detailed curriculum vitae, a cover letter, and the names of three academic referees to: Dr. Mary-Anne Andrusyszyn, Director, Arthur Labatt Family School of Nursing, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1; http://www.uwo.ca/ihs/nursing. The deadline for receipt of applications is May 6, 2009. Please quote Number HS 105 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University

UNIVERSITY OF THE FRASER VALLEY

UFV has Sessional Faculty openings in the Fall 2009 Semester in the following disciplines:

- PSYCHOLOGY
- BUSINESS ADMINISTRATION
- BIOLOGY
- PHYSICS
- PHILOSOPHY
- KINESIOLOGY & PHYSICAL EDUCATION
- MATHEMATICS & STATISTICS
- VISUAL ARTS – PHOTOGRAPHY
- PSYCHOLOGY LAB *INSTRUCTOR*
- HEALTH SCIENCES
- DENTAL HYGIENE

The University of the Fraser Valley is the school of choice for 11,000 students annually pursuing more than 80 degree, diploma and certificate programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation.

Full details at www.ufv.ca/careers

THE UNIVERSITY OF BRITISH COLUMBIA

FACULTY OF PHARMACEUTICAL SCIENCES

Research Associate
Division of Pharmaceuticals & Biopharmaceutics

A full-time Research Associate position is available in the laboratory of Dr. Kishor Wasan, Professor of Pharmaceutics & Biopharmaceutics. The individual will be involved in numerous projects related to investigation of the pharmacokinetic and pharmacodynamic profiles of lipophilic compounds following oral or systemic administration. The projects will be focused on the mechanisms of intestinal absorption, as well as on the post-absorptive disposition and effect of drugs in normal and/or disease states. The candidate must be familiar with animal handling including drug administration by various routes (injections and oral gavage techniques), aseptic expenmental microsurgery in rodents (including jugular and femoral veins cannulation, bile duct cannulation, duodenal and gastric cannulations, mesenteric/thoracic lymph duct cannulations), in-silico pharmacokinetic and pharmacodynamic modeling (knowledge of WinNonlin or/and ADAPT software is required), chromatographic techniques and principles of method development (HPLC-UV, LC-MS). Solid knowledge in the fields of pharmacokinetics, pharmaceutics, drug delivery and analytical chemistry is required.

The successful candidate will preferably possess a professional degree in Pharmacy, should hold a PhD in pharmaceutics or a related field with relevant experience and must have post-doctoral expenence in the field. He or she should have an interest in developing novel methods and in training students The salary is negotiable, commensurate with experience and subject to final budgetary approval. The closing date for applications is **March 15, 2009**, or until position is filled; preferred start date is May 1, 2009. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents will be given priority.

Please send a curriculum vitae, a description of your research experience, a statement of your research interests, and the names of three referees to:

Dr. Kishor M. Wasan, Professor and Chair
Division of Pharmaceutics & Biopharmaceutics
Faculty of Pharmaceutical Sciences
The University of British Columbia
2146 East Mall, Vancouver, B.C. V6T 1Z3
Fax: 604-822-3035
E-Mail: kwasan@interchange.ubc.ca

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Surgeon Scientist, Acute Care Surgery

The Department of Surgery, Faculty of Medicine and Dentistry, University of Alberta and Alberta Health Services (AHS) invite applications for a full-time fellowship-trained Surgeon Scientist position at the Assistant Professor level.

Candidates should be fellowship trained in General Surgery and Intensive Care Unit (ICU) practices. The successful candidate will spend the majority of time conducting and being actively involved in individual and collaborative research programs and is expected to participate in Acute Care Emergency Surgery (ACES) and ICU.

Applicants must hold a recognized medical degree as well as a PhD; be eligible to work in Canada; and be eligible for licensure with the College of Physicians and Surgeons of Alberta.

Details about the University of Alberta, Faculty of Medicine and Dentistry, Capital Health, as well as the City of Edmonton can be found on the Faculty's web site at http://www.ualberta.ca/, Alberta Health Services Health's web site at http://www.capitalhealth.ca/ and the City of Edmonton's website at http://www.edmonton.ca/.

It is expected that the position will commence as soon as possible. Applicants are encouraged to forward a copy of their curriculum vitae and contact information of three referees. This position will remain open until a suitable candidate is found.

Interested applicants may apply to:

Jocelyn Reekie, Executive Assistant
Department of Surgery
University of Alberta
8440 – 112 St., 2D2.24 W.
Mackenzie Health Sciences Centre
Edmonton, Alberta Canada T6G 2B7
Email: jocelyn.reekie@capitalhealth.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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EPIC Educational Program Innovations Center

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Please include your C.V. and outlines for proposed courses if available. Please submit your application in confidence to:

EPIC Educational Program Innovations Center
Fax: 1-800-866-6343 • E-mail: hahuja@epic-edu.com

www.epic-edu.com

CAREERS CARRIÈRES

of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

O

■ **OPTOMETRY — University of Waterloo.** The School of Optometry at the University of Waterloo is seeking qualified optometrists for the position of Associate Director for Clinical Affairs. The successful applicant will also serve as Optometrist-in-Chief of the UW Optometry Clinic system and will report to the Director of the School of Optometry. The University of Waterloo Clinic system operates two major clinical facilities. One of these is within the School of Optometry and the other is in a temporary location pending completion of a new facility at the UW Health Sciences Campus in Kitchener, Ontario. The new clinic will be operated in conjunction with the Family Medicine Clinic affiliated with McMaster University's DeGroote School of Medicine. UW houses the only English language School of Optometry in Canada. The school is in the midst of completing a 40,000 sq ft addition that will allow for renovation of its main clinic and expansion of the TLC Laser Centre already on-site. UW Optometry also operates an extensive clinical outreach program, providing services to over 25 sites in the local Kitchener-Waterloo region. In addition to these UW clinical sites, the successful candidate will also oversee a large system of external placements, both in Canada and in the US, for 90 students per year. Applicants are expected to have a distinguished record of teaching and patient care. Experience in patient-based research is desirable but not essential. This person will oversee the operations of the entire UW School of Optometry clinic system and will be responsible for enhancing clinical education and training opportunities for both interns and residents. Previous administrative experience running an academic clinic is preferred. Experience at the interface between academic optometry and academic medicine is essential. A license to practice optometry in Ontario is desirable but is not required. A full-scope, academic license is available. Applications should include a detailed curriculum vitae, the names and contact details of three individuals willing to provide references, and a statement of capabilities and qualifications. Salary and Academic rank will be commensurate with experience. Send applications to: Thomas F. Freddo, O.D., Ph.D., F.A.A.O., Professor and Director, School of Optometry, University of Waterloo, 200 University Ave. West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities

P

■ **PHARMACY (GERONTOLOGY/GERIATRICS) — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long-Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed scholarly activity, 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY (PRACTITIONER) — University of Waterloo.** The University of Waterloo is creating something extraordinary at its Health Sciences Campus in downtown Kitchener, Ontario, Canada. The School of Pharmacy offers a wholly new pharmacy program and we are looking for passionate and forward-thinking faculty to join our expanding academic team. We have established the only co-op Pharmacy program in Canada, bringing world-renowned University of Waterloo's entrepreneurial, outwardly-focused and dynamic culture to the health sector, promoting discovery and innovation, encouraging bold steps and breakthrough developments. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity to three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. The School of Pharmacy forms the anchor for a brand-new health Sciences campus. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioner/Educators. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. We are interested in applications for a variety of clinical areas such as ambulatory care, geriatrics, infectious diseases, internal medicine, pharmacoeconomics, cardiology, endocrinology, respirology, nephrology and critical care. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or, PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish e successful externally funded scholarship program. In addition to the pursuit of scholarly activity though research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. If you have further questions about this position please contact Nancy Waite PharmD FCCP, Associate Director for Practice-Based Education at nmwaite@uwaterloo.ca. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1–2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experiences in inter-trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Heilman Director, School of Pharmacy, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY/PHARMACEUTICS — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite application for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceutics, pharmaceutical nanotechnology, pharmacology, pharmaceutical immunology, and informatics (pharmacoinformatics and medicinal). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University

5 New Faculty Positions in Energy & Environmental Systems

UNIVERSITY OF CALGARY

The **Institute for Sustainable Energy, Environment and Economy's (www.iseee.ca) Energy and Environmental Systems Group** is Canada's strongest centre for applied policy-focused research aimed at developing cost-effective solutions to the environmental challenges of energy production and use.

We are recruiting **five (5)** faculty positions, available at all faculty ranks, each of which would be cross-appointed between a home department and ISEEE. The ideal candidates will combine a strong disciplinary background in science, social science or engineering, with a drive to conduct problem-driven, policy-relevant analysis at the energy-environment interface. We are seeking candidates whose applied research interests include, but need not be limited to:

- Technical and economic assessment of low-carbon technologies
- Carbon dioxide capture and storage
- Innovation and diffusion of energy technologies
- Energy economics, markets and regulation
- Risk and decision analysis
- Future energy systems

Evaluation of applications will begin **May 1, 2009** and will continue until the positions are filled. For additional information and application instructions see **www.ucalgary.ca/EES/jobs**

All qualified applicants are encouraged to apply. Canadian citizens and permanent residents will receive priority. The University of Calgary respects, appreciates and honours diversity.

The **University of Calgary** is one of Canada's top seven research universities, and energy and environment is a top priority for growth. **Calgary** is one of the centres of the energy industry; a wealthy and fast-growing city, Calgary has the youngest and most educated population of any major city in Canada. Nestled in the foothills of Canada's Rocky Mountains, Calgary is a vibrant city that offers the best of all worlds: a cosmopolitan city of over one million people and breathtaking outdoor adventure in pristine wilderness.

Step Out of Bounds **UofC · THIS IS NOW**

University of Waterloo

Vice-President, Academic & Provost

The University of Waterloo (UW) invites nominations, applications and expressions of interest for the position of Vice-President, Academic & Provost.

Located in the Waterloo Region of Ontario, the University of Waterloo's ambition is to pursue global excellence and to seize opportunities for Canada. The University has developed a reputation for producing leaders of tomorrow through the excellence and relevance of its undergraduate and graduate education delivered through six Faculties (Applied Health Sciences, Arts, Engineering, Environment, Mathematics and Science) and four federated/affiliated universities and colleges. The University is also home to seven Faculty-based professional schools based within the Faculties (Accounting and Finance, Architecture, International Affairs, Computer Science, Optometry, Pharmacy, and Planning). Outstanding faculty, leading research, highly qualified support staff and excellent students combine to create an environment that encourages creative intellectual work and high achievement. The University, established in 1957, has satellite campuses located in Cambridge and Kitchener, and planned for Stratford and the United Arab Emirates. UW offers its 28,000 full- and part-time students a full range of programs in the humanities and social sciences, as well as in engineering and the natural and mathematical sciences, and has the largest post-secondary co-operative education program in the world. Further information can be found at **www.uwaterloo.ca.**

As a key member of the senior management team, reporting to the President, the Vice-President, Academic & Provost provides leadership in all matters, academic, financial and material, and has particular responsibility for setting and encouraging a high academic standard of scholarly activity within the University. The Vice-President, Academic & Provost is responsible for overseeing and upholding policies and for maintaining the intellectual quality of the University. In particular, the Vice-President, Academic & Provost should foster an environment which promotes excellence in teaching and research. The six Faculty Deans, two Associate Vice-Presidents (Academic and International), four Associate Provosts (Academic & Student Affairs, Human Resources & Student Services, Information Systems & Technology, and Graduate Studies) report to the Vice-President, Academic & Provost, who also carries operational and budgetary authority and responsibility for the day-to-day operation of the University and serves as Vice-Chair of Senate.

The successful candidate for this key position will have strong academic credentials; the ability to lead and inspire; a commitment to innovation and excellence in research, teaching and administration; proven organizational, interpersonal, communication and team-building skills; and planning and budget management acumen.

UW respects, appreciates and encourages diversity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents, but nominations and expressions of interest are invited from any qualified member of the global community. Also, please see www.hr.uwaterloo.ca.

The initial five-year appointment will commence on July 1, 2009, or as soon as possible thereafter, and may be renewed for a further five years. Consideration of candidates will begin in April. Written nominations, applications, or expressions of interest should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
uwprovost@jwasearch.com

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CAREERS CARRIÈRES

sity of Waterloo (UW), the school embraces integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its door, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhDand posl doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with transdisciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1 - 2 pages) of the proposed research program, and 5) a concise statement regarding experiences in trans-disciplinary research. Please direct complete applications to: Hallman Director, School of Pharmacy, University of Waterloo. 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHYSICAL THERAPY — University of Western Ontario.** The Faculty of Health Sciences at The University of Western Ontario invites applications for a full-time limited-term position at the rank of Lecturer, in the School of Physical Therapy with academic responsibilities in teaching, research and service to support the Master of Physical Therapy (MPT) and Master of Clinical Science (Manipulative Therapy) programs. The initial appointment is for three years, with the possibility of renewal. Candidates must be credentialed to teach (the equivalent of) Levels 4 and 5 in the Canadian Physiotherapy Association Orthopaedic Division syllabus, and preferably to be an examiner. Candidates must be physical therapists and registered with the College of Physiotherapists of Ontario. Preference will be given to candidates with a research-based Master's degree related to Physical Therapy. The University of Western Ontario, with its affiliated teaching hospitals and research institutes, is known as one of Canada's premier centers for research in rehabilitation sciences and musculoskeletal health. The School of Physical Therapy is committed to solidifying a world class reputation in musculoskeletal health, while complementing university-wide research strengths in the neurosciences, cardiovascular and respiratory health, and child and family health fields. It is one of five Schools within the Faculty of Health Sciences at UWO and has two masters level programs: 1) an entry-level professional Master of Physical Therapy (MPT) program, and 2) a Master of Clinical Science (MCSc) program with two fields (Manipulative Therapy and Wound Healing). In addition, the Faculty of Health Sciences offers an interdisciplinary Health and Rehabilitation Sciences Program with a PT Field offering MSc and PhD degrees. For more information, see http://www.uwo.ca/fhs/pt. The effective date of the appointment is July 1, 2009. Interested applicants should send a curriculum vitae, a brief statement of teaching and research interests, and the names and contact information of three referees to: Dr. Tom Overend, Acting Director, School of Physical Therapy, Faculty of Health Sciences, Room 1588, Elborn College, The University of Western Ontario, London, Ontario, N6G 1H1; http://www.uwo.ca/fhs/. The deadline for receipt of applications is May 1, 2009. Please quote Number HS 103 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PLANNING & ENVIRONMENTAL SCIENCE — University of Waterloo.** The School of Planning at the University of Waterloo, invites applications for a tenure-track position for a specialist with a focus on the interface between applied ecology and sustainable community planning. The ideal candidate will apply knowledge of relevant biophysical/ecological processes in any of the following: planning of green cities, urbanizing regions, healthy communities or related specializations. The position requires an excellent knowledge of both urban and natural ecologies and should possess a strong theoretical and practical understanding of environmental planning. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program in environmental planning. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants must be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application – stating career objectives, approach to learning and teaching and research goals; a current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by April 30, 2009. Please send application package to: Dr. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; E mail: cwoudsma@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the School and the Faculty may be found at: http://www.fes.uwaterloo.ca/planning/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLOGY — McGill University.** Postdoctoral position in molecular biology – Non-Tenure-Track. Applications are invited for the position of Postdoctoral Fellow/Research Associate in the laboratory of Dr. Aw Chaudhuri, Department of Psychology, McGill University. The successful candidate will have excellent skills in molecular biology, especially with regard to RNA (extraction, evaluation, conversion, etc.). Preference will be given to candidates who have experience in functional genomics and with a quantitative background in data mining. The candidate will be involved in research aimed at uncovering the genes and gene products involved in cortical neuroplasticity in the monkey visual system. The position is open from April 01, 2009 until filled for two years, with the possibility of renewal. Senior tellows are also invited to apply. Salary will be commensurate with experience. Please send a curriculum vitae and names of three references via email to: avi@psych.mcgill.ca. Informal queries may also be made by telephone: (514) 398-6088. Further information on the Cheudhuri Vision Lab can be found at: www.cvl.mcgill.ca. Deadline for applications is April 15, 2009. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

S

■ **SYSTEMS DESIGN ENGINEERING — University of Waterloo.** Applications are invited for a tenure track faculty position at the rank of Associate or Full Professor. The candidates should possess a PhD in engineering, or have equivalent experience, and be able to demonstrate strong abilities in both teaching and research. We are solely interested in a person whose research is in the processing and use of high noise content signals obtained from spectroscopic or interferometry based instruments. Experience in building optical wavelength interferometers, spectrometers and related devices, and managing a team of postdoctoral researchers on large scale interferometry projects is highly desirable. A history of successful fund raising for research support is expected. Experience in medical imaging and medical device design would be an asset. The successful applicant would be expected to seek out opportunities for collaboration with faculty members in Engineering, the Faculties of Mathematics and Science, as well as other members of the university. Opportunities for collaboration within the Department of Systems Design Engineering are extensive. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. Additional information on the University and the Department and its activities can be found at http://www.systems.uwaterloo.ca/. Applications should be for-

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Pediatric General Surgeon

The Department of Surgery in Alberta Health Services and the Faculty of Medicine and Dentistry invites applications for the position of Academic Pediatric General Surgeon in the Division of Pediatric Surgery/General Surgery

Applicants will have knowledge of and specialty training in Pediatric General Surgery. Call duties will be shared with other general surgeons and teaching experience is required as the successful candidate will be expected to participate in education at all levels. The successful candidate will also spend a large amount of time conducting and being actively involved in individual and collaborative research programs.

Interested applicants must hold a recognized medical degree and must be eligible for licensure with the College of Physicians and Surgeons of Alberta

Details about the University of Alberta, Faculty of Medicine and Dentistry, Capital Health, as well as the City of Edmonton can be found on the Faculty's web site at http://www.ualberta.ca/, Alberta Health Services Health's web site at http://www.capitalhealth.ca/ and the City of Edmonton's website at http://www.edmonton.ca/.

This is a contingent tenure-track appointment at the Assistant Professor level. Applicants are encouraged to forward a copy of their curriculum vitae and contact information of three referees. This position offers an excellent benefits package and a salary that is commensurate with experience. It is expected that this position will begin as soon as possible.

Interested applicants may apply to:

Jocelyn Reekie
Executive Assistant, Department of Surgery
University of Alberta
2D2.24 W. Mackenzie Health Sciences Centre
8440 – 112 Street
Edmonton, AB Canada T6G 2B7
Email: jocelyn.reekie@capitalhealth.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Canada's Top 100 Employers 2009

MEMORIAL UNIVERSITY

Dean, Faculty of Business Administration

Memorial University of Newfoundland invites applications and nominations for the Dean of the Faculty of Business Administration. Memorial is seeking a strong and visionary leader who can continue and enhance the Faculty's strategic development as a leading Canadian business school.

The Faculty of Business is one of fourteen Faculties and Schools at Memorial. The mission of the Faculty is "to prepare students, businesses and community partners to compete, succeed, and become leaders in an economy driven by innovative thinking, entrepreneurial excellence, and in-depth knowledge of the global business environment." Research is an important priority. In addition to teaching excellence, the Faculty is committed to maintaining and enhancing a close relationship with the community.

The Faculty is AACSB-accredited, and offers the following undergraduate programs: Bachelor of Commerce (BCom/Co-op), Bachelor of Business Administration (BBA), and International Bachelor of Business Administration (iBBA), as well as Diploma in Business Administration/Bachelor of Commerce (non-co-op). Graduate programs in the Faculty include: Master of Business Administration (MBA), Master of Employment Relations (MER) jointly offered with the Faculty of Arts, and Executive MBA (Petroleum) – the only MBA degree in the world focusing exclusively on the petroleum industry. The Doctor of Philosophy program was introduced in 2007. The Faculty has 50 faculty and more than 1600 students led by a Dean and two Associate Deans. For further information, please see **www.business.mun.ca.**

Founded in 1925, Memorial is the largest university in Atlantic Canada, offering more than 100 degree programs to a student population of 17,600. Memorial has two campuses in St. John's, including the Marine Institute, Canada's leading centre of fisheries and marine training, and a campus in Corner Brook, called Sir Wilfred Grenfell College. The fourth campus is located in Harlow, England, midway between London and Cambridge.

Reporting to the Vice-President, Academic and Pro Vice-Chancellor, the next Dean of the Faculty of Business Administration will have a record of successful leadership and management; extensive university experience; proven skills in leading the development and execution of innovative strategic directions; a commitment to student engagement; excellent advocacy and communication skills; and a collaborative management style. He or she will have a passion for excellence in education, research, and service to the Faculty's communities, a demonstrated ability to build collaborations and partnerships across various sectors, and a strong and exciting understanding of business and innovation. The new Dean will engage faculty, staff, students, and appropriate external groups in the continuing evolution of the Faculty and its emergence as a leading Canadian business school.

Memorial is actively committed to diversity and to the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in March 2009, with an appointment effective July 1, 2009, or as soon thereafter as possible. Please respond or nominate candidates in confidence to the address below.

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JWA

CAREERS CARRIÈRES

DALHOUSIE UNIVERSITY
Inspiring Minds

Assistant /Associate Professor
Department of Anatomy & Neurobiology
Dalhousie Medical Education Program in New Brunswick

The Department of Anatomy and Neurobiology in the Faculty of Medicine at Dalhousie University invites applications to fill a tenure-stream position at the rank of Assistant Professor/ Associate Professor. The successful candidate will spend until August 1, 2010 at the Halifax campus of the Faculty of Medicine and then relocate to the Saint John campus of the Faculty of Medicine to be a founding faculty member in the Dalhousie Medical Education Program in New Brunswick

Applicants must hold a PhD or MD degree or the equivalent. The ideal applicant will have two or more years of postdoctoral training in biomedical sciences and will have demonstrated potential to develop an internationally recognized research program. The successful applicant will be expected to compete for external research support, to supervise graduate students and to contribute to the teaching of anatomy, histology and neuroanatomy to medical students. Salary will be commensurate with qualifications and experience. We are committed to the success of our faculty members and provide modern laboratory space and startup funds. In Halifax our facilities include confocal and multiphoton imaging, electron microscopes, fMRI, proteomics and microarray technology. In Saint John facilities include microbiology and animal physiology research labs. University of New Brunswick bi-campus opportunities for involvement include the Institute of Biomedical Engineering, the Chronic Illness Research Institute and the Electron Microscopy and Microscope analysis units at UNB Fredericton. Further information concerning this position and the Department may be obtained by consulting www.anatomy.dal.ca.

Dalhousie University's Faculty of Medicine is establishing its first distributed medical education campus in Saint John, New Brunswick. The historic port city of Saint John boasts excellent recreational, cultural and lifestyle opportunities (www.cityofsaintjohn.com; or www.new-brunswick.net/Saint_John/). Located on the Bay of Fundy at the juncture of the Saint John and Kennebecasis Rivers, the City of Saint John is part of an urban region of 120,000 people. The Saint John campus of the University of New Brunswick is known for its close community connections and its private and public sector partnerships. Applicants should submit their curriculum vitae, a brief statement of research plans, teaching goals/ interests and arrange to have three letters of reference (two of which must be academic) sent directly under separate cover to:

Chair, Search Committee
Department of Anatomy and Neurobiology, Faculty of Medicine
Sir Charles Tupper Medical Building, Room 13-B1, 13th Floor
Dalhousie University
5850 College Street
Halifax, Nova Scotia, B3H 1X5, Canada

Closing date for receipt of applications is **April 30, 2009**. Starting date is negotiable; it is expected the position will be filled by September 1, 2009.

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

waided to Ms. D. Cheng, Secretary to the Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to decheng@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://systems.uwaterloo.ca/docs/cvformat.pdf. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with an expected starting date of May 1, 2009.

T

■ **THEATRE — Dalhousie University.** The Department of Theatre at Dalhousie University invites applications for a two-year limited-term appointment in Theatre (Theatre Studies), at the rank of Lecturer/Assistant Professor, commencing July 1, 2009. The responsibilities include teaching the equivalent of three full classes in Theatre Studies. Applicants should be qualified to teach in the following areas: Dramatic Literature, Theatre History, Dramatic and Critical Theory, and/or Dramaturgy. The qualifications required for this position are: 1) PhD in Theatre, Drama, or related field; 2) teaching experience at the postsecondary level. Evidence of teaching ability is considered an asset. Applications, which should include a complete curriculum vitae, statements of research interests and teaching philosophy, and three confidential letters of reference forwarded under separate cover by the referees, should be sent in hard copy to the Chair, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by April 30, 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

■ **THEATRE — Dalhousie University.** The Department of Theatre at Dalhousie University invites applications for a four month limited-term appointment in Theatre (Acting), at the rank of Lecturer/Assistant Professor, commencing January 1, 2010. Candidates should be trained as specialists in Voice and Speech and will be expected to voice-coach two Dal Theatre productions as well as to teach Voice and Speech classes at the second and third year undergraduate level. The successful candidate will also be expected to collaborate with colleagues in the day-to-day administration of the Dalhousie Theatre Department's Acting Programme. The qualifications required for this position are: 1) MA, MFA, or equivalent; 2) teaching experience at the postsecondary level, with evidence of effective teaching ability; 3) professional experience as an actor and/or coach; and 4) training ability in the following areas: vocal production, IPA, speech, accents and dialects and text analysis. Applications, which should include a complete curriculum vitae, teaching philosophy, and three confidential letters of reference forwarded under separate cover by the referees, should be sent in hard copy to the Chair, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by April 30, 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/ Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

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U

■ **URBAN PLANNING — University of Waterloo.** The School of Planning at the University of Waterloo, invites applications for a tenure-track position in Urban Planning that will provide an economic perspective to complement the School's strengths in infrastructure and sustainable community planning. The candidate will have expertise in areas such as: urban economics, public finance, infrastructure development and financing, land development, real estate, and regional competitiveness. Professional planning or related experience is an asset. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants are expected to be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high calibre graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application — stating career objectives, approach to learning and teaching and research goals; a current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by April 30, 2009. Please send application package to: Dr. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1; e-mail: cwoudsma@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the School of Planning and the Faculty may be found at: http://www.fes.uwaterloo.ca/planning/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2009 to June 2010. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick / Stephen Brown (705) 748-1011 x 7733 Trent University or (705) 749-1487. Email: kchittick@bfree.on.ca or swbrown@trentu.ca.

■ **HALIFAX, NOVA SCOTIA** — Charming, sunny, quiet, well-maintained, furnished two-bedroom townhouse in historic Hydrostone District, Halifax, NS. Available June 15 - August 15, 2009 for one or two months. $1200 per month, utilities and Internet included. No pets. Frances.Early@msvu.ca.

UNIVERSITY OF SASKATCHEWAN

Department of Academic
Family Medicine

Faculty Position in Aboriginal Health

The Department of Academic Family Medicine, College of Medicine, University of Saskatchewan with divisions in Saskatoon, Regina and Prince Albert, is expanding its faculty establishment to promote socially accountable development in Family Medicine education, research and service provision, including ***Aboriginal Health***. A rewarding opportunity for a health care practitioner exists in our Department in the realm of ***Aboriginal Health***. This full-time faculty position involves curriculum development and evaluation, teaching (undergraduate and postgraduate), supervision and research (e.g. education, health care, cultural safety, community outreach and engagement, and community-based program development) with opportunities for clinical practice and health promotion.

We are particularly interested in hearing from health care practitioners who possess experience and/or qualifications in ***Aboriginal Health*** and community engagement. Additional experience teaching Family Medicine Residents and undergraduate medical students will be viewed favourably.

Our Department's Residency Training Program is fully accredited by the College of Family Physicians of Canada. Our Department consists of six departmental divisions, including Saskatoon Urban, Regina Urban, Rural (based in Prince Albert), Northern Medical Services, Emergency Medicine and Research.

The successful candidate must be a health care practitioner with a PhD. A license to practice as a health care practitioner, or eligibility for licensure, in the province of Saskatchewan is required.

The University of Saskatchewan is located in Saskatoon, Saskatchewan, a city with a population in excess of 225,000 and a diverse and thriving economic base with a full range of leisure opportunities. The University offers a full range of undergraduate, graduate and professional programs to a student population of approximately 20,000. The University is also one of Canada's leading research universities and is home to the Canadian Light Source Synchrotron.

Interested individuals are invited to submit a current C.V. and three letters of reference as soon as possible. For further information regarding this position, qualified applicants are encouraged to contact:

Dr. Keith Ogle, Chair,
Department of Academic Family Medicine
College of Medicine, University of Saskatchewan
West Winds Primary Health Centre
3311 Fairlight Drive, Saskatoon, SK S7M 3Y5
Phone: (306) 655-4235 E-mail: k.ogle@usask.ca

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Careers > AcademicWork.ca Carrières > TravailAcademique.ca

CAREERS CARRIÈRES

Royal Military College of Canada

Tenure Track Position: Civil Engineering

The Civil Engineering Department of the Royal Military College (RMC) of Canada invites applications for a bilingual tenure track position at the level of Assistant Professor with an expertise in **Geomatics for Civil Engineering** applications. The Civil Engineering program at RMC offers undergraduate students an extensive introduction to geomatics both in the classroom and in the field using the latest techniques and technologies. Although the focus of this position will be undergraduate teaching, there are opportunities within the Department of National Defence (DND) to seek funding and foster research ties related to the use of Geomatics in Civil Engineering. Research initiatives and collaborations with other universities and organizations will be supported. The required qualifications are a PhD in Geomatics Engineenng or Civil Engineering with acceptable teaching and professional experience in Geomatics. Exceptional candidates with an MASc in Geomatics Engineering or Civil Engineering and an excellent record of teaching and professional experience in Geomatics will also be considered. All candidates must also be eligible for and pursue registration as a Professional Engineer. The successful candidate should be prepared to teach in his or her area of specialization as well as in other areas of Civil Engineering. Additionally, the successful candidate must be prepared to plan and supervise field projects. The immediate need for the department is for a bilingual individual who is required to have the ability to teach, read, comprehend and communicate orally and in writing in both official languages (linguistic profile: PPP/PPP). The position will be filled at a rank and salary level appropriate to the background qualifications and experience of the successtul applicant. The salary range is $35,503 to $72,849 per annum for Lecturer and, $48,437 to $88,448 per annum for Assistant Professor, plus an annual Terminable Allowance. Please note that salaries wilt change in accordance with the Collective Agreement as of 1 July 2009. The Collective Agreement is available online at the following website: http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-eng.asp. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Applicants will be required to send a cover letter quoting the following reference number (**K2009010**) as well as their curriculum vitae, a copy of their academic transcripts, a summary of research interests, three sample publications and three references. Please note that sample materials will not be returned to the applicants. The expected starting date for the position is 1 August 2009. The closing date for applications is **14 April 2009**. For further information about this employment opportunity, candidates are invited to contact Dr. Gordon Wight (613-541-6000 ext 6604 email: Wight-G@rmc.ca) or Dr Michel Tetreault (613-541-6000 ext 6350, email:tetreault-m@rmc.ca) in the Department of Civil Engineering.

Tenure Track Position: Electrical & Computer Engineering

The Electrical and Computer Engineering Department of the Royal Military College of Canada is seeking to strengthen its expertise in robotics, and invites applications for a tenure-track position at the level of Assistant Professor, or, for an exceptionally qualified candidate, at the level of Associate Professor. The required qualifications are a PhD or its equivalent in Electrical or Computer Engineering, acceptable teaching experience in Electrical or Computer Engineering, and a strong or promising record of publications. An exceptional candidate close to completion of PhD may be considered. Industrial experience may be considered where relevant. The successful candidate should be prepared to teach at the undergraduate level, but will also teach and supervise graduate students, conduct research, and is expected to be a Professional Engineer, or to become one during the first 36 months of employment. The ability to read, comprehend and communicate orally in both official languages will be considered an asset. The salary range is $48,437 to $88,448 per annum for Assistant Professor, and $66,541 to $106,552 per annum for Associate Professor, plus an annual Terminable Allowance. Please note that salaries will change in accordance with the Collective Agreement as of 1 July 2009. The Collective Agreement is available online at the following website: http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-eng.asp. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Interested candidates should forward a cover letter citing the reference number **K2009008** with their curriculum vitae, including a summary of research interests, sample publications, and the names and contact details of three references. Please note that sample materials will not be returned to the applicants. The expected starting date for the position is 1 September 2009. The closing date for applications is **1 May 2009**.

Tenure Track Position: Civil Engineering

The Civil Engineering Department of the Royal Military College (RMC) of Canada invites applications for a tenure track position at the level of Assistant Professor with an expertise in **Environmental or Geo-Environmental Engineering**. The Department is seeking to strengthen its graduate program and to foster synergies with existing research initiatives within the Department and in collaboration with other departments and organizations. Our graduate programs are accredited by OCGS and support both military and civilian students at the masters and doctoral levels. Financial support can be obtained from within the Department of National Defence (DND), other governmental organizations, national funding agencies such as NSERC, and industry. The immediate need for the department is a dynamic individual with excellent leadership skills who will lead, initiate, support, manage and carry out research projects in collaboration with members of the Environmental Engineering Faculty of the Department. The required qualifications are a PhD in Environmental or Geo-Environmental Engineering, an acceptable record of publications in the area of speciality, and acceptable teaching experience. Additional professional experience would be an asset. The candidates must also be eligible for and pursue registration as a Professional Engineer. The successful candidate should be prepared to teach in his or her area of specialization as well as in other areas of Civil Engineering. Additionally, the successful candidate will be required to conduct an active research program and participate fully in the graduate program. Although not essential, a bilingual individual who is able to teach, and communicate orally and in writing in both official languages would be an asset (linguistic profile: PPP/PPP). The position will be filled at a rank and salary level appropriate to the background qualifications and experience of the successful applicant. The salary range is $48,437 to $88,448 per annum for Assistant Professor, and $66,541 to $106,552 per annum for Associate Professor, plus an annual Terminable Allowance. Please note that salaries will change in accordance with the Collective Agreement as of 1 July 2009. The Collective Agreement is available online at the following website: http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-eng.asp. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Applicants will be required to send a cover letter quoting the following reference number (**K2009009**) as well as their curriculum vitae, a copy of their academic transcripts, a summary of research interests, three sample publications and the names and contact information of three references. Please note that sample materials will not be returned to the applicants. The expected starting date for the position is 1 August 2009 and the closing date for applications is **14 April 2009**. For further information about this employment opportunity, candidates are invited to contact Dr. Gordon Wight (613-541-6000 ext 6604 email: Wight-G@rmc.ca) or Dr Michel Tétreault (613-541-6000 ext 6350, email:tetreault m@rmc.ca) in the Department of Civil Engineering.

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Collège militaire royal du Canada

Poste menant à la permanence : Génie civil

Le département de génie civil du Collège militaire royal du Canada invite les candidats potentiels à poser leur candidature pour un poste bilingue menant à la permanence comme professeur adjoint avec une concentration en **géomatique appliquée au génie civil.** Le département de génie civil offre aux étudiants du premier cycle une introduction exhaustive à la géomatique en classe et sur le terrain en utilisant les techniques et technologies les plus récentes. Duoique la vocation principale de ce poste soit l'enseignement au premier cycle, il existe des opportunités au sein du Ministère de la défense nationale pour solliciter des fonds et poursuivre des collaborations de recherche liées à l'usage de la géomatique en génie civil. Les initiatives de recherche et les collaborations avec d'autres universités et organismes seront appuyées. Les qualifications requises sont un doctorat en géomatique ou en génie civil avec une expérience acceptable d'enseignement et de pratique professionnelle en géomatique. Les candidats exceptionnels avec une maitrise en géomatique ou en génie civil et avec un excellent dossier d'enseignement et d'expérience professionnelle en géomatique seront aussi considérés. Les candidats doivent aussi êtres éligibles à l'inscription au tableau d'un ordre professionnel de génie (obtention du titre d'ingénieur) et doivent s'engager à l'obtenir. Le(la) candidat(e) choisi(e) devrait être prêt(e) à enseigner dans son domaine de spécialisation ainsi que dans d'autres domaines du génie civil. En plus, le(la) candidat(e) choisi(e) devra être prêt(e) a planifier et diriger des projets sur le terrain. Le besoin immédiat du département est pour une personne bilingue ayant l'habilité d'enseigner, de lire, de comprendre et de communiquer oralement et par écrit dans les deux langues officielles (profil linguistique PPP/PPP). La position sera comblée à un rang et un niveau de salaire appropriés aux qualifications et à l'expérience du (de la) candidat(e) choisi(e). L'échelle salariale est de 35 503 $ à 72 849 $ par année pour un(e) chargé(e) de cours et de 48 437 $ à 88 448 $ par année pour un professeur adjoint, plus une indemnité provisoire. Veuillez noter que les salaires vont changer en accordance avec la convention collective le 1er juillet 2009. La convention collective est disponible à l'internet au site : http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-fra.asp. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. Les personnes sélectionnées auront une période probatoire de 36 mois. Les candidat(e)s doivent faire parvenir une lettre d'introduction citant le numéro de référence suivant (**K2009010**) et accompagnée de leur cumculum vitae, leurs relevés de notes pertinents, un sommaire de leurs intérêts de recherche, trois exemples de leurs publications et trois références. Veuillez noter que les matériels ne vont pas être retoumés aux candidats. La date de début anticipée pour la position est le 1er août 2009 et la date de clôture du concours est le 14 **Avril 2009**. Pour toute information additionnelle, les personnes intéressées sont invitées à contacter M. Gordon Wight, Ph.D., P.Eng. (613-541-6000 ext 6394 courriel : Wight-G@rmc.ca) ou M. Michel Tétreault, Ph.D., P.Eng. (613-541-6000 ext 6350 courriel : tetreault-m@rmc.ca) au département de génie civil.

Poste menant à la permanence : Génie électrique et informatique

Le département de génie électrique et de génie informatique du Collège militaire royal du Canada cherche à accroitre immediatement son expertise dans le domaine de la robotique, et sollicite des candidatures pour un poste permanent au rang de professeur adjoint ou au rang de professeur agrégé pour un candidat exceptionnellement qualifié. Tous les candidats doivent être éligibles à s'inscrire comme ingénieur professionnel au Canada. Les qualifications requises sont un doctorat (PhD) ou l'équivalent en génie électrique ou en génie informatique, une expérience acceptable d'enseignement en génie électrique ou en génie informatique, et un dossier de publications solide ou prometteur. Un candidat exceptionnel dans la phase finale de son programme de doctorat peut être considéré. Une expérience industrielle peut être considérée si elle est pertinente. Le candidat choisi devra enseigner principalement des cours du premier cycle, mais aussi enseigner et superviser au niveau du deuxième cycle. Il sera appelé à développer un programme de recherche et devra être ou pouvoir devenir membre de l'ordre des ingénieurs professionnels dans les 36 premiers mois suivant son entrée en fonction. La capacité de lire, comprendre et communiquer oralement dans les deux langues officielles sera considérée. L'échelle salariale est de 48 437 $ à 88 448 $ par année pour un professeur adjoint et de 66 541 $ à 106 552 $ par année pour un professeur agrégé, plus une indemnité provisoire. Veuillez noter que les salaires vont changer en accordance avec la convention collective le 1er juillet 2009. La convention collective est disponible à l'internet au site : http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-fra.asp. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. Les personnes sélectionnées auront une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir une lettre d'application citant le numéro de référence **K2009008** avec leur cumiculum vitae, accompagné d'un sommaire de leurs intérêts de recherche, de quelques exemples de publications et les noms et coordonnées de trois références. Veuillez noter que les matériels ne vont pas être retoumés aux candidats. La date prévue d'entrée en fonction est le 1 septembre 2009. La date limite d'acceptation des candidatures est fixée au **1 mai 2009**.

Poste menant à la permanence : Génie civil

Le département de génie civil du Collège militaire royal du Canada invite les candidats potentiels à poser leur candidature pour un poste menant à la permanence comme professeur adjoint avec une concentration en **génie de l'environnement ou en génie géo-environnemental**. Le departement de génie civil cherche à renforcer son programme de deuxième et troisième cycle et promouvoir la synergie des initiatives de recherches en cours au département et en collaboration avec d'autres départements et organisations. Notre programme de deuxième cycle est accrédité par l'OCGS et supporte les étudiants militaires et civils, au niveau de la maitrise et du doctorat. De l'appui financier peut être obtenu du MDN (Ministère de la Défense Nationale), d'autres organisations gouvernementales, d'organismes de financement nationaux tel que le CRSNG, et du secteur industriel. Le département est à la recherche d'un individu dynamique munie d'excellentes compétences en leadership qui saura mettre en marche, diriger, appuyer, gérer et poursuivre des projets de recherche en collaboration avec les membres du département qui œuvrent dans le domaine du génie de l'environnement. Les qualifications requises sont un doctorat en génie de l'environnement ou en génie géo-environnemental avec une liste acceptable de publications dans le domaine de spécialisation et une expérience satisfaisante d'enseignement. Les candidats doivent aussi êtres éligibles à l'inscription au tableau d'un ordre professionnel de genie (obtention du titre d'ingénieur) et doivent s'engager à l'obtenir. Le(la) candidat(e) choisi(e) devrait être prêt(e) à enseigner dans son domaine de spécialisation ainsi que d'autres domaines du génie civil. En plus, le(la) candidat(e) choisi(e) devra activement conduire un programme de recherche et participer pleinement au programme de deuxième et troisième cycle. La maitrise du français n'est pas essentiel pour ce poste, mais un(e) candidat(e) bilingue ayant l'habilité d'enseigner, lire, comprendre et de communiquer oralement et par écrit dans les deux langues officielles (profil linguistique PPP/PPP) sera avantagé(e). La position sera comblée à un rang et un niveau de salaire appropriés aux qualifications et à l'expérience du (de la) candidat(e) choisi(e). L'échelle salariale est de 48 437 $ à 88 448 $ par année pour un professeur adjoint et de 66 541 $ à 106 552 $ par année pour un professeur agrégé, plus une indemnité provisoire. Veuillez noter que les salaires vont changer en accordance avec la convention collective le 1er juillet 2009. La convention collective est disponible à l'internet au site : http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-fra.asp. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. Les personnes sélectionnées auront une période probatoire de 36 mois. Les candidat(e)s doivent faire parvenir une lettre d'introduction citant le numéro de référence suivant (**K2009009**) et accompagnée de leur cumculum vitae, leurs relevés de notes pertinents, un sommaire de leurs intérêts de recherche, trois exemples de leurs publications et trois références. Veuillez noter que les matériels ne vont pas être retoumés aux candidats. La date de début anticipée pour la position est le 1er août 2009 et la date de clôture du concours est le **14 Avril 2009**. Pour toute information additionnelle, les personnes intéressées sont invitées à contacter M. Gordon Wight, Ph.D., P.Eng. (613-541-6000 ext 6394 courriel : Wight-G@rmc.ca) ou M. Michel Tétreault, Ph.D., P.Eng. (613-541-6000 ext 6350 courriel : tetreault-m@rmc.ca) au département de génie civil.

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The Royal Military College is a coeducational and bilingual institution, and these positions are offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivelency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information.

Le Collège militaire royal du Canada est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux candidat(e)s de citoyenneté Canadienne. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'edresse suivant : http://www.cmec.ca/cicic/.

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Tracking Limits to Free Speech at US Colleges

Speak No Evil: The Triumph of Hate Speech Regulation

Jon B. Gould. Chicago: University of Chicago Press, 2005; 241 pp; ISBN: 0-226-30554-6, paper $19 US, ISBN: 0-226-30553-0, cloth $48 US.

By MICHAEL BOUDREAU

SPEAK No Evil: The Triumph of Hate Speech Regulation by Jon Gould presents a timely analysis of the contentious debate on the limits of free speech on campus. Although the book deals with the free speech issue only at American universities, the cases examined will certainly resonate for Canadian academics.

Hate speech has recently become a topic of heated discussion in Canada. In particular, a debate has unfolded over whether or not governments, the law and society generally should limit, if not restrict, speech that may be considered demeaning to, or that incites hatred and violence against, individuals and/or groups on the basis of their ethnicity, sexual orientation, or religious beliefs.

A number of high-profile cases have come before the Human Rights Tribunal of Canada, as well as provincial human rights commissions, all of which have prompted some critics of the Canadian Human Rights Act (specifically section 13 which deals with hate messages) to declare that freedom of expression in this country is being sacrificed on the altar of political correctness and unbridled censorship. Section 13 stipulates that it is a "discriminatory practice for a person or a group of persons ... to communicate telephonically ... any matter that is likely to expose a person or persons to hatred or contempt."

While the breadth of this definition is seen by many as a necessary way to stem the tide of hate speech, notably on the internet, and thus protect minorities, a growing cohort of detractors posits that section 13 fundamentally erodes Canadians' freedom of expression as guaranteed by the Charter of Rights and Freedoms.

The chorus of opposition to section 13 led the Canadian Human Rights Commission to solicit an independent study into the efficacy of this law and how the commission deals with allegations of hate speech. Richard Moon, a law professor at the University of Windsor, conducted the study and released his report in November 2008.

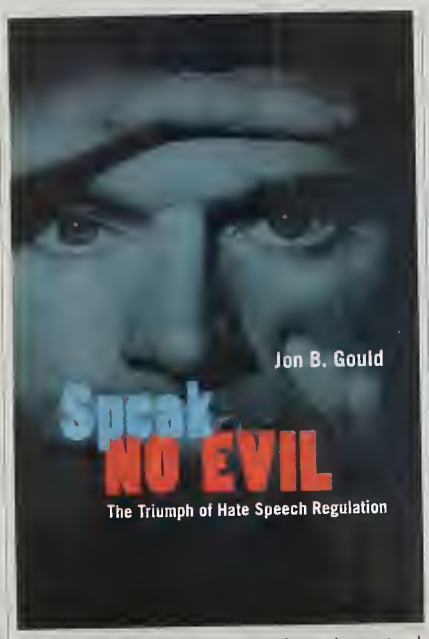
One of his key recommendations is for section 13 to be repealed, effectively eliminating the involvement of the Canadian Human Rights Commission and tribunal in hate speech cases. Instead, according to Moon, the prosecution of hate speech and the individuals and groups who articulate and distribute it, should be left to the Criminal Code provisions governing hate propaganda and the "wilful promotion of hatred."

However, the Criminal Code has proven no more effective than the Human Rights Act in bringing hate mongers to justice and reducing the amount of hate speech in Canada. If section 13 is not repealed, then Moon suggests the Canadian Human Rights Commission be given exclusive jurisdiction to investigate any violations of this section. Moreover, the commission alone should argue any apparent violation of section 13 before the tribunal.

This change would remove the appearance that the tribunal has been taken hostage by a few over-zealous crusaders determined to stifle the free exchange of ideas and opinions in this country. Regardless of the future of section 13, or the part the tribunal plays in adjudicating alleged instances of hate speech, the controversy surrounding an individual's right to free expression versus the need to protect minorities from hatred and/or violence, will certainly continue in a country as ethnically and culturally diverse as Canada.

Nowhere is debate on this issue more vociferous than within the halls of academe. It has been argued that a university campus, more so than any other milieu, should be a place where all views and beliefs are respected, or at least given unfettered expression. But some have charged that because of policies adopted by university administrations and student councils, free speech no longer exists at many of Canada's colleges and universities.

The Globe and Mail has been at the forefront of these accusations. Commenting on a program adopted at Queen's University called Intergroup Dialogue, wherein a student facilitator has been placed in each of the six campus residences



to "foster amongst students ... a spirit of mutual respect and understanding" by intervening in conversations that may be racist or homophobic in nature, the Globe labeled this a "Big Brother" tactic.

This process for fostering respect, says the Globe, "sounds like doublespeak for stamping out politically incorrect expression. Intergroup Dialogue can only cast a chill over open conversation" (Nov. 27, 2008).

The newspaper also denounced efforts by the student union at Lakehead University to restrict the activities of clubs. Specifically, club publications cannot contain content that may "be deemed offensive or in bad taste to any identifiable group" and club members should not "impose belief(s) or practice(s) of the club" without consent.

This policy, in the words of a Globe and Mail editorial, "is just the latest example of free speech sanctions imposed on students by students." The paper noted the Lakehead policy was probably meant to target an anti-abortion group that had been attempting to gain club status.

Other institutions (Capilano, Carleton and York) have denied funding to anti-abortion groups. Such decisions – what the Globe describes as the "cotton-battening of thought and debate on campus," – belie what the Globe believes should be the essence of a university, namely the unhindered articulation of thoughts and ideas. "A safe campus is not achieved by barring thoughts or speech that the majority of people disagree with, but in providing a safe venue to express and explore competing ideas and beliefs" (Dec. 8, 2008).

This contentious debate, along with the rise of hate speech codes and policies within several American universities, is the subject of Gould's illuminating book. By 1992, nearly one-third of the colleges and universities in the United States had devised codes intended to limit, if not restrict, speech deemed to be hateful or bigoted. The hate speech movement on most campuses was said to possess a "totalitarian mindset," but Gould's fairly extensive research into the origins and usage of hate speech codes would appear to contradict this harsh characterization.

Gould conducted quantitative research on 100 schools across the U.S. that had created hate speech codes. In addition, he held in-depth interviews with senior university administrators and completed archival research at a select few institutions in order to examine more closely the reasons why certain institutions adopted their codes.

However, Gould had to alter the names of some of the institutions and faculty he interviewed to gain access to them and their records. And while this is a standard research practice for which Gould should not be faulted, it detracts somewhat from the book because, unless the reader is familiar with the episodes that gave rise to these policies on each campus, it is difficult to ascertain which institutions Gould examines in his case studies.

Gould contends that hate speech codes were created at most colleges and universities for two main reasons. First, they appeared as symbolic reactions to racist incidents which had occurred on campus. Second, institutions crafted these codes to match the efforts of other schools and to avoid the perception that they somehow condoned intolerance on campus.

What is interesting about Gould's investigation is that in most cases the main architects of these codes were not activist students driven by a desire to instill a politically correct mantra throughout the academy, but university administrators. And most of them did not genuinely believe in the merits of hate speech codes. Indeed, as Gould concludes, most universities rarely enforced their hate speech codes out of fear of sparking further controversy and potential litigation.

Universities' hate speech regulations confronted, if not challenged, two fundamental principles: freedom of speech and academic freedom. The First Amendment of the U.S. Constitution protects free speech, but this protection is not absolute. The Supreme Court has ruled restrictions may be placed on "fighting words" – those expressions likely to bring people to blows or which goad people to inflict violence upon others. But in keeping with Gould's main argument about the symbolic nature of hate speech codes, only one per cent of those universities who adopted such codes restricted speech that could be considered to be "fighting words."

Most policies banned generic verbal harassment, which included sexual harassment, or prohibited verbal harassment against specific groups. Similarly, very few of these codes contained provisions that punished students or faculty who wrote or uttered offensive speech. So in this sense, as Gould asserts, universities' hate speech codes were not intended to challenge the courts or to change First Amendment norms.

Academic freedom, the cornerstone of universities and of intellectual discourse, was another apparent target of hate speech codes. For Gould, academic freedom presumes that expression "will be educationally appropriate" (p. 12) and if speech undermines or devalues a person's education, then these regulations are the appropriate measures to deal with this speech. But here too, Gould argues that many universities were surprised when critics, notably faculty, declared that such restrictions eroded the sanctity of academic freedom because that was not their goal.

On this point Gould's analysis is weakest. He needed to provide more examples of when and why hate speech codes were utilized and the response generated from faculty, students and the media. In this vein, *Speak No Evil* required a more thorough discussion of campus politics and the direct and indirect impact the student, civil rights and women's liberation movements had on the adoption of hate speech and harassment policies in America's institutions of higher learning.

Universities' hate speech codes produced a backlash. This backlash originated in part from the fear that these policies were more than just academic exercises. Opponents charged that colleges and universities play a central and a decisive role in determining social policy and influencing future leaders. As such, if universities could successfully restrict free speech, then it may indeed become an acceptable practice for civil society.

The author highlights the fact that those who were opposed to these policies successfully framed the debate over their constitutional validity as a free speech issue and thereby secured a series of legal victories. *Speak No Evil* chronicles the legal challenges against hate speech codes that appeared before six different courts across the country between 1989 and 1995. Each court overturned the codes on the grounds that the rules were either too vague or too broad.

Gould believes the judges in these cases struck down these codes because – coming from an older generation that was out of touch with the advancements made in women's and minorities' rights – they took it upon themselves to strike a blow against the creeping power of political correctness. How-

See SPEAK NO EVIL Page A4 ➔